68TH QUADRENNIAL CONVENTION

HOLLYWOOD, FLORIDA • JULY 17-21, 2017

# PROCEEDINGS

GROWTH = STRENGTH

2017 PROCEEDINGS

# PROCEEDINGS

**of the**

**INTERNATIONAL ALLIANCE OF THEATRICAL**
**STAGE EMLOYEES, MOVING PICTURE**
**TECHNICIANS, ARTISTS AND ALLIED CRAFTS**
**of the UNITED STATES, ITS TERRITORIES AND CANADA**

**SIXTY-EIGHTH CONVENTION**
**Held at the DIPLOMAT RESORT HOTEL**
**HOLLYWOOD, FLORIDA**
**JULY 17-21, 2017, INCLUSIVE**

## OFFICERS

MATTHEW D. LOEB ..... International President

JAMES B. WOOD .....General Secretary-Treasurer

THOMAS C. SHORT ..... International President Emeritus

EDWARD C. POWELL .....International Vice President Emeritus

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# Proceedings of the Sixty-Eighth Quadrennial Convention

## International Alliance of Theatrical Stage Employees Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada

## Diplomat Resort & Spa Convention Center Hollywood, Florida

### FIRST DAY - MONDAY, JULY 17, 2017

*The 68th Quadrennial Convention of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, convened in the Great Hall of the Diplomat Resort & Spa Convention Center, Hollywood, Florida, at 10:00 a.m., Monday, July 17, 2017, Host Locals Committee Chairperson Terry McKenzie presiding as Temporary Chairperson.*

ANNOUNCER: Brothers and Sisters, honored guests, will you please be seated. The IATSE's 68th Quadrennial Convention is about to convene.

*(Applause)*

*...An introductory video presentation was shown to the delegation.*

*(Applause)*

Brothers and Sisters, please welcome the Business Agent of Local 500 and the Chairman of the Host Locals, Brother Terry McKenzie.

*(Applause)*

TEMPORARY CHAIRPERSON McKENZIE: Thank you. Good morning, International President Loeb, General Secretary Wood, General Executive Board members, IA Reps, counsel, delegates and guests. My name is Terry McKenzie, I'm the Chairman of the Host Locals Committee for this 68th IATSE Quadrennial Convention.

The convention is now called to order.

*(Applause)*

The Host Locals for this convention are Local 161, Script Supervisors; Local 477, Studio Mechanics; Local 600, Cinematographers Guild; Local 700, Motion Picture Editors Guild; Local 798, Makeup Artists and Hair Stylists; Local 800, Art Directors Guild; USA829, United Scenic Artists; and my home local, Local 500, Stagehands of South Florida.

*(Applause)*

The Host Locals Committee wishes me to convey their gratitude and honor for the privilege to participate in the planning of this awesome event.

Welcome to Hollywood, Florida, where the weather changes three or four times a day.

*(Laughter)*

I hope you find time to enjoy our fantastic beach.

Now, at this time allow me to introduce the Broward County Sheriff's Office Honor Guard. Please rise for the presentation of colors.

*...The Broward County Sheriff's Office Honor Guard presented the colors.*

TEMPORARY CHAIRPERSON McKENZIE: Please remain standing for the national anthems of the United States and Canada, sung by Sarah Payne and accompanied on piano by Paul Schwartz.

*...The national anthems of the Canada and the United States were sung by Sarah Payne, accompanied by Paul Schwartz.*

*(Applause)*

TEMPORARY CHAIRPERSON McKENZIE: That was beautiful. Thank you.

Now to deliver the benediction, Pastor Monsignor Jean Pierre. Born in Haiti in 1954, Pastor Monsignor Jean Pierre speaks fluent French, English and Spanish. In May 1988, he became the first Haitian priest to be

ordained for the archdiocese. In addition to his duties as pastor, he directs the Society for the Propagation of the Faith for the archdiocese.

Currently Monsignor Pierre is pastor at St. Maurice at Resurrection Church in Dania Beach.

## BENEDICTION
## PASTOR MONSIGNOR JEAN PIERRE
## St. Maurice at Resurrection Church
## Dania Beach, Florida

Good morning, everybody.

*...The delegates responded, "Good morning!"*

Let us pray.

Lord God, by Your blessing You give us strength and support. We implore You to turn Your blessing toward this assembly, the International Alliance of Theatrical Stage Employees. We come to You and implore Your mercy. Enlighten their hearts. Give them light and strength to know Your will. Guide them by Your wisdom, support them by Your power.

You desire justice for all and embolden them to uphold the rights of others. Do not allow them to be misled by ignorance or corrupted by fear or favor. Unite them to yourself in the bond of love that will keep them faithful to all that is true, all that is just and noble.

As they gather in your name, may they temper justice with love so that all the decisions may lead not only to Your greater glory but to better understanding among people and also to greater service for the world community.

In God's name we pray. Amen.

TEMPORARY CHAIRPERSON McKENZIE: Thank you Pastor Monsignor Jean Pierre.

At this point I'd like to dismiss the color guard.

Now for a safety announcement from the IATSE Safety Chairman, Kent Jorgensen.

SAFETY COMMITTEE CHAIRPERSON JORGENSEN: As part of an effort to promote a positive safety culture, I'd like to go over some safety information. If you or one of your sisters or brothers is having some medical or other difficulty, you can dial zero from a house phone or ask a hotel staff person for assistance. Many of the hotel staff carry radios and they are trained in first aid, CPR, and AEDs. They can help you or get help for you.

Please look around you for the closest exit. If we have to evacuate the building, alarms will sound, strobe lights will go off, and a PA announcement will come on with instructions on what to do. Calmly exit the building, go across the street, and we'll gather at the Diplomat Landing.

In your delegation packet, there's a safety tip sheet. When you can, please take a look at it.

And lastly -- and I know I sound like my mother -- put on sunblock and drink plenty of water.

*(Laughter)*

Have a great convention.

*(Applause)*

TEMPORARY CHAIRPERSON McKENZIE: Thank you for that important information, Kent.

At this time I would like to introduce Rabbi Barry Silver. Barry has served as rabbi of Congregation L'Dor Va-Dor since 1996 emulating his father, Rabbi Samuel Silver.

Barry also practices law in the area of civil rights, constitutional rights, abortion rights, public interest, and environmental. Barry successfully represented the National Organization for Women in a landmark case in which he obtained a permanent injunction against Operation Rescue in protection of abortion clinics. For his efforts, he was named Feminist of the Year by the Broward National Organization for Women.

Barry served from 1996 to 1998 in the Florida House of Representatives where he was named "Most Effective Environmental Legislator" by the Sierra Club and "Consumer Champion" by Florida's largest consumer group.

Barry founded the Palm Beach County Environmental Coalition and Interfaith Justice League and has organized many interfaith rallies, demonstrations, and legal efforts on behalf of the environment, civil rights, animal rights, Israel, Native Americans, the homeless and many other issues. He currently helps lead the anti-Trump movement.

I personally walked many picketed lines and other actions alongside Rabbi Silver.

Rabbi.

*(Applause)*

## BENEDICTION
## RABBI BARRY SILVER
## Congregation L'Dor Va-Dor
## Boynton Beach, Florida

Thank you so much for that beautiful introduction which you recited just the way my mother wrote it for you. I appreciate it very much. And thank you for allowing this rabbi rouser to be here this morning with you.

*(Laughter and applause)*

*...Rabbi Silver addressed the delegation in Hebrew.*

And it's a pleasure to be here with IATSE, the wind beneath the wings of America and Canada's creative spirit. As the Torah indicates that God blessed certain people with hokhmah or wisdom to fashion a holy tabernacle by setting up the proper staging, accouterments, and vestments necessary to invoke the Divine Presence, so may all who serve in the creative arts see their role as essential in allowing mankind's greatest gift to flourish, that of allowing humanity the opportunity to reflect upon and learn from our own experience, to help our species advance through the ages through creative expression.

If God is the creative power that generated and sustains all life, then creativity is the chief characteristic of what most people have come to call God, and the creative impulse is a divine gift which reaches its epiphany in the human spirit. We give thanks for all of those who possess, nurture, and allow to flourish this divine creative spark and who share it with others in order to shed light upon the human condition, to ennoble mankind, and to seek to lift humanity to ever-higher planes of understanding and existence. In a world often permeated with darkness, may those who have dedicated their lives toward sharing in the miracle of creation use their talents as a candle in the dark, replacing darkness with light, fear with courage, sadness with joy, and ignorance with understanding.

And I'd like to recite a blessing, which I will loosely translate, which is common to Jews, Christians and Muslims.

*...Rabbi Silver addressed the delegation in Hebrew.*

May the creative spark that gave rise to all creation bless and protect those who gather here today with joy, with health, and with inspired skill to do their holy work.

*...Rabbi Silver addressed the delegation in Hebrew.*

May the creative power that permeates all life, let its face shine upon Thee and be transmitted through Thee so that all who gather here will serve as conduits for the creativity we see around us.

*...Rabbi Silver addressed the delegation in Hebrew.*

May the creative impulse lift all who gather here to their most sublime level of human existence and allow us all to serve as a source of peace and of hope and of shalom in the world.

And may all who labor here today remember that their labor is a labor of love. And may all those who disparage or trivialize labor or who disparage and trivialize women, especially in the highest echelons of government -- may they remember that all the human life is brought forth by women in a labor --

*(Applause)*

-- women in labor. Yes, all human life is brought forth by women in a labor of love. Thank you.

*(Standing ovation)*

TEMPORARY CHAIRMAN McKENZIE: Thank you, Rabbi Silver.

I would like to introduce Pastor Kennedy McGowan. Pastor McGowan has served for 11 years as the pastor of First Presbyterian Church in Hollywood, Florida. Prior to that, for 16 years he led a congregation in Long Island that developed all sorts of innovative ministries, from partnering with poor communities in El Salvador, developing new schools and economic opportunities, to joining with people in recovery from addiction, to shut down bad rehab centers in the local community. In his work in Hollywood, he can be leading chapel for a hundred exuberant preschoolers one day and boarding a plane on the next to visit an orphanage for HIV kids.

His congregation began in Haiti with a local synagogue, Temple Beth El. Prior to his work in the church, Kennedy worked briefly in public relations in New York City for a firm that represented soap stars, modeling agencies, and restaurants and nightclubs.

Pastor McGowan.

## BENEDICTION
## PASTOR KENNEDY McGOWAN
## First Presbyterian Church
## Hollywood, Florida

Well, a priest, a rabbi, and a preacher. You've got the makings of a good joke.

*(Applause)*

When Local 500 called me earlier this year to ask me to deliver a word of blessing for this event, I leaped at this opportunity. I leaped at it not only because I am a huge fan of the dramatic arts that you have made it your life's work to bring to life. I leaped at the chance because I once saw up close the remarkable dedication and commitment your work requires.

A friend of my wife's served on the editing team for the film "Unstoppable" and made it possible for us to watch some of the sound editing. As we sat at the back of that room, I was stunned at the meticulous care each of the folks there took to make sure that everything sounded exactly as it needed to. Again and again, they would go back to one small scene until they felt they had it exactly right and I will never forget getting that small glimpse of the dedication and care that it takes for the magic that is seen and heard on stage and screen to actually happen. Thank you for all that each of you do to bring that magic to life.

Now, to deliver a blessing doesn't simply mean that I'm going to throw some spiritual whiffle dust on you. A blessing takes something that is common and makes it special.

As a kid, I would come home on certain days and see a cake on the kitchen counter, and before I could grab a slice, my mom would say, "Don't touch that cake. That cake is for your sister's birthday party." Now, she was blessing that cake.

She was setting aside from just something sweet to eat after school to desert that marked my sister's coming into the world.

When you come together with others and bring a story to life on the stage and on the screen, you are engaging in a work of blessing. You are taking the common stuff of life --conversations, relationships, the common stuff of our imaginations -- and creating out of that a work that is special and unique, one that will touch and even transform the lives of others in more ways than anyone can ever know.

Over the year's time beyond counting, I have sat in darkened theaters of the stage or screen or in the comfort of my living room and have been blessed by your work. And so today I get to return the favor by blessing the time that you spend together here.

May your days here in Hollywood bless you with deeper relationships with your colleagues and friends and bring new such relationships into your life. May you gain insights from others that strengthen and develop your own gifts and skills. May in these days God remind you of the importance and dignity of the creative labor that you do and inspire you to fight with diligence and strength to make sure that labor is respected and honored and fairly paid for by those who receive it.

*(Applause)*

And may you leave here energized and renewed and ready to continue in this crucial and vital work not only in the movies and the creative arts and the things that you do, but in speaking truth to power, in working for justice for all those who work and labor, that that work receive the dignity it deserves.

In the name of the God who is creativity, who is love and his beauty, I pray it and I invite everybody who agrees to say amen.

*…Delegation delegates said, "Amen."*

Thank you.

*(Applause)*

TEMPORARY CHAIRPERSON McKENZIE: Thank you, Pastor McGowan.

At this time I am honored to introduce our International President and turn this convention over to him.

President Loeb has led this great Alliance since the summer of 2008. In that time he has demonstrated vision and tremendous leadership, and has moved our union forward to become one of the most progressive and successful unions in the labor movement today.

I am honored to present the Convention Gavel to International President Matthew Loeb.

This gavel and custom case were crafted by Local 500 members Thomas McLellan and Edward Gurney, Sr.

It is my profound honor to present this to you, President Loeb. Please accept this gift on behalf of

all of the members of this great Alliance. I wish you a successful convention.

*(Standing ovation)*

PRESIDENT LOEB: Thank you. Thank you very much.

Thank you. Thank you, Brothers and Sisters, and good morning. It's a nice way to start the day. Thank you.

I want to advise the delegates that we're going to use the microphones, and the boxes on top of the microphones are controlled by a switch on each stand. So when you approach the microphone, turn on the switch that will alert me that there is a speaker at the given microphone and I will call on speakers at the lit microphones. I ask that you turn them off when you're done speaking so that I know there's nobody waiting at that microphone station.

I'm happy to announce -- and I want to thank everybody for their commitment in answering the call -- we took in $41,000 to the PAC last night.

*(Cheers and applause)*

Thank you for recognizing the importance of the PAC Fund.

The first business this morning will be a preliminary report of the Credentials Committee and Co-Judges Mike Lehane and Ray Fortune will give the report.

Go ahead.

## INTERIM REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-JUDGE LEHANE: President Loeb, General Secretary-Treasurer Wood, elected officers and fellow delegates: The Election Subcommittee for the IATSE's 68th Quadrennial Convention convened on Wednesday, July 12th, 2017, at 6:00 p.m. in the Diplomat Hotel for a short meeting on procedural matters.

The same subcommittee also convened on Thursday, July 13th; Friday, July 14th; Saturday, July 15th; and Sunday, July 16th, to assist with the registration of delegates.

As of 9:30 a.m. this morning, this interim report details 847 registered delegates representing 1,376 votes. At the present time there are 38 unregistered delegates representing 48 votes. At this time no protests have been lodged.

Further delegate registration will continue through 6:00 p.m., Wednesday, July 19th.

Respectfully submitted, Michael Lehane and Ray Fortune. And I so move the interim report of the Credentials Committee.

PRESIDENT LOEB: Is there a second? Microphone No. 3.

DELEGATE JANE LESLIE, Local 33: Thanks. Jane Leslie, Local 33. I second that motion.

PRESIDENT LOEB: Thank you.

It's moved and seconded to adopt the preliminary report of the Credentials Committee. Is there any discussion?

The question is on the adoption of the preliminary report of the committee. Those in favor of the report, say aye.

Opposed, say no.

The Credentials Committee report is adopted.

As has been the practice, I will now read the Introduction and Conclusion of the President's Report before the entire report is sent to committee.

*...President Loeb read the following:*

## REPORT OF THE PRESIDENT

## INTRODUCTION

It is with a sincere sense of pride that I stand before you today. Steering this great organization as it becomes a strong leader in the labor movement is an incomparable privilege. Our many initiatives have built a foundation upon which we can grow into the future, reach new heights of strength and solidarity, and benefit the deserving members of our union.

We have embedded the pillars of success into the culture of the IATSE. We now see our collective efforts coming to fruition as our leaders and members reap the benefits of our shared vision. We have developed and implemented an activism program, energizing our Locals and members to engage in actions that support our interests. From important political battles, to support for meaningful charities,

to bolstering causes in the local community, we have realized the importance of being active. Such activism supports our goal to strengthen our union to best represent the membership. The support of politicians and favorable legislation is crucial as a supplement to our other representational efforts. Likewise, we must be part of the fight against actions that threaten workers' rights, the labor movement and the IATSE. We must use all available means to build power at the bargaining table, and our activism efforts are a tool that must remain sharp in our array of initiatives. When we engage in our communities—local, regional or national—we obtain an advantage that has gone untapped for too long. The ongoing vicious assault on unions requires us to exert our strength and pride, and to show our adversaries we are resourceful, connected and a force to be reckoned with.

We have connected our members through new and innovative methods of communicating. While we continue our periodic publication of *The Bulletin*, we now also have a robust and nimble communications program. It is aimed at connecting us, uniting us, strengthening us and supporting our many efforts and campaigns. The use of social media is an extremely effective and potent way for us to build power around issues of importance. We can engage and inspire our members to action. We can bring the outside world into support of our initiatives. We use our communications resources to pressure and shame employers that resist our efforts to provide fair representation to those who seek and deserve it. Communication exposes the truth. It creates transparency. It brings us closer together in our mutual endeavors. Our communications program is a key component of our work on behalf of the membership. It increases the potency of our collective voice and strengthens us in our primary purpose as set forth in the Constitution, "to better the social and economic conditions of entertainment industry workers." And so we use communications resources to supplement and support all of our campaigns and battles.

We have been extremely successful in the development, implementation and support of skills and safety training for the membership. Such training is essential for our union. And to control the markets in which we work, we must be at the cutting edge with current skills and proficiency. The IATSE Entertainment and Exhibition Industries Training Trust Fund was established to further our efforts. The mission of the Training Trust is as follows:

- Providing training that improves existing skills, develops new skills, embraces technological change, and focuses on the safest way to perform the work of the crafts;
- Supporting training opportunities to all employees working under the jurisdiction of the IATSE;
- Developing state-of-the-art training tools, resources and methods.

To this end we now have over 1,300 contributing employers. The employers are from every part of the various industries we represent. They recognize that the Fund is a bona fide, professionally run trust that benefits them in their efforts to utilize safe, qualified crew for any work they perform.

Through the Training Trust thousands of members have been trained. Hundreds of trainers have been taught to *teach* safety and skills locally and regionally. The Trust reimburses members who take certification examinations. And we have formed alliances with partners like the audiovisual industry organization InfoComm, so we can train to their standards and secure jobs with our current, qualified, knowledgeable and skilled workforce.

There are numerous programs offered and developed by the IATSE and the Training Trust. Our initiatives have quickly grown and the industry has recognized that we are well on the way to improving member skills while reinforcing crucial safety standards. Our approach is both practical and strategic. It is our aim to represent the best, most efficient, highly trained and skilled workforce available. We must leave the employers no alternative competing workforce to undermine our standards; Period.

*(Applause)*

And it must be stated that there is nothing more important than safe work practices. The well-being of our membership must be secured and we will continue to prioritize safety on the job. No woman or man in entertainment (or any other industry for that matter) should be exposed to a preventable accident or illness at the workplace.

*(Applause)*

It is to this end that we have placed great emphasis on our safety and skills training programs.

It is my honest belief that this room, in which we stand assembled in Convention, is occupied by the greatest leaders in the labor movement today. Not only

do we have a deep understanding of the industries in which we work, we have an extremely developed sense of solidarity and pride.

Furthermore, I am not aware of another union that is so focused on continuing leadership education for its officers. We have reached so many in a number of different ways. Through our Labor Education Assistance Program (LEAP), Officers Institute and 2.0 program, Roadshow, District Convention training sessions, International Officers and Representatives training, training at General Executive Board meetings, and the Convention training session, we have reached hundreds and hundreds of officers, and benefited the members in so many ways. And let us not forget that the members deserve the finest representation we can give them.

*(Applause)*

They have given us their voice and so we speak on their behalf. We must always do so in their best interests with knowledge and professionalism. It is to this end that the IATSE has developed and implemented a leadership education program second to none in the labor movement.

By preparing Local and International officers to meet the tremendous challenges we face, we truly answer the call to better represent our members. We cement our strength, bringing sharp skills to the task. We build solidarity and present our adversaries with a formidable counterpart by coming to the table with confidence and resolve.

The ultimate result of our continuing leadership development is direct benefit to the membership, with greater security and well-being for them and their families. It translates into better wages, greater retirement security, health coverage and protection at the workplace. Leadership development is the path to reaching the commitment to the membership. They stand together and bring collective power to us, and we must use it to the best of our ability, in order to better their lot, which they so richly deserve.

On June 4, 2015, after 122 years in existence, I appointed the first IATSE Women's Committee.

*(Applause)*

It was long overdue. The interests of the great women members and leaders of this Union and, moreover, the tremendous power and solidarity they contribute to the organization must be recognized.

The Committee has already engaged in significant work on behalf of the women of the IATSE and the organization as a whole. Subcommittees have been established: a Steering Subcommittee; Community Outreach and Activism Subcommittee; Networking Subcommittee; Education and Training Subcommittee are all active.

Women's access to healthcare, family responsibilities, harassment, discrimination, workplace issues and wage disparity are among the pressing matters faced by women workers. And unions must be part of the solution.

*(Applause)*

We will continue to support the important work of the Committee and the women of the IATSE. The women of this great organization are part of its history, heritage and future, and must be wholeheartedly recognized and embraced as such.

The Young Workers Committee continues to be an active and progressive component of the work of the IATSE. Three conferences have been held. Extremely well attended, the conferences focused on developing a vital and active group of young workers bringing strength to the membership. Support for the union and its officers is conveyed by the young workers through the many activities in which they have engaged. Support for their respective Locals in organizing and bargaining gives strength to the officers. Fundraisers and support for community initiatives build relationships that are invaluable to the union when its own interests require allies.

We often think of succession planning and who will fill the shoes of *leadership* in the future. While this remains important, we also need to focus on a strong *membership* for the future. Young workers will take the baton and need to be empowered by collective strength, recognizing that it is solidarity and the value of the union that creates benefits for its members.

The union must harness all the strength at its disposal. The energy, ideas, enthusiasm and commitment of the young workers of the IATSE are integral to our efforts and the labor movement in general.

We have continued to expand our role as activists. Whether in the community, regional and national issues, or in the political realm, the IATSE has become a potent player by engaging in activities that further our interests, and support individuals and organizations that share our goals. Beyond the day-

to-day work on behalf of the membership—organizing, collective bargaining, contract administration and the like—activism also serves to strengthen our position and ultimately can be a determining factor in our success. When we support local causes and charities we build relationships of great value when we need community support. When we support local politicians who are influential we can secure an advantage in making sure we are present in our rightful place in government-owned and operated entertainment venues. When we launch a public relations campaign against a recalcitrant employer, we exert pressure on their economic interests. And when we engage in the national political process we can effect change in areas of crucial interest to our members and the industries in which they work.

Our political program has evolved into one of sophistication and is a potent tool in furthering the interests of the IATSE. We are integral in the plans and activities coordinated by the AFL-CIO and Canadian Labour Congress. The IA participates in lobbying to influence policy and legislation that supports our unique interests as well as the priorities of the labor movement in general.

Representatives, officers and members of this Union are present at nearly every event where an issue of importance to our members is central. We must, and will, continue to place emphasis on the importance of the political process to our members. To act otherwise would be to forgo an opportunity to best represent them.

## THE OFFICIAL FAMILY

Over the four years since the 67th Quadrennial Convention in 2013, several notable changes have occurred within the Official Family, including appointments of new representatives, elections of new officers, and several retirements. The following summarizes these notable changes.

Unfortunately, I deeply regret to report the passing of General Secretary-Treasurer Emeritus Michael W. Proscia in February 2016 at the age of 87. Brother Proscia served the IATSE as General Secretary-Treasurer with distinction from 1994 to 2002. In total, he served twenty-two years as an International Officer, eight years as General Secretary-Treasurer and fourteen years as an International Vice President. Brother Proscia was first a long-time member and officer in IATSE Locals One and 52 and a founding member of Local 477. The entire International Alliance owes a debt of gratitude to the legacy of General Secretary-Treasurer Emeritus Proscia for his immeasurable contributions to the Alliance and its membership.

Gene Allen, a former International Vice President of the IATSE from 1970 to 1978, passed away in October 2015. In addition to four two-year terms as International Vice President, he served as Executive Director of Local 800 for twenty-seven years. Throughout his distinguished career, he received numerous honors and recognitions for his accomplishments as a motion picture craftsman and union official.

Former International Vice President Alan Cowley passed away in August 2014 at the age of 80. Brother Cowley had a notable career as a renowned stagehand before being elected to the office of International Vice President in 1982, a position he held until retirement in 1995. During his tenure, he served the International with pride and assisted countless Locals and members across Canada.

Regrettably, in February 2016 we also lost International Vice President Jean Fox, who served on the General Executive Board for eleven years. Upon her election in 1993, she was the second woman to ever serve as an International Vice President. Sister Fox, who retired in 2004, will be long remembered for her tireless work on behalf of the members of the Alliance. Additionally, former International Trustee William L. Daniel of Local 225 in Atlanta passed away in January 2016.

At the 2016 Mid-Winter Meeting of the General Executive Board, International Vice Presidents J. Walter Cahill and John T. "Jack" Beckman, Jr. announced their respective retirements. Vice President Beckman had served on the Board since 2004 and has been a member of Local 6 in St. Louis since 1970. He was Business Agent of his Local from 1978 until 2011. I remain grateful for his dedication to the Alliance during his time as an International officer. Vice President Cahill was first elected to the Executive Board in 2000. From 1987 to 2004 he also served as Vice President, President, and Business Agent of Local 22. He has continued to serve the International Alliance in the position of Political Director following his resignation from the Board.

To fill the vacancies created by the retirements of Vice Presidents Beckman and Cahill, the General Executive Board unanimously elected IATSE International Trustee and Local 834 Business Agent C. Faye Harper and Local 11 Business Agent Colleen Glynn as International Vice Presidents. Due to the vacancy created on the Board of Trustees by Vice President Harper's election to the General Executive Board, Carlos Cota—who served as Business Agent of Local

122 for more than ten years—was elected unanimously as International Trustee. In addition to his position as International Trustee, since March 2016 Brother Cota has served as an International Representative, focusing primarily on tradeshow and display work.

International Vice President Anthony DePaulo announced that he was stepping down from the General Executive Board at the Board's Mid-Winter Meeting in February 2017. Vice President DePaulo served in that position with integrity since 2002. He first became a member of Local One in 1975 and served three terms as a Local One Business Manager. Following his resignation, he has remained as the Co-Department Director of the Stagecraft Department.

To fill the vacancy created by Vice President DePaulo's retirement, the General Executive Board unanimously elected Local One President James J. Claffey, Jr. as Thirteenth International Vice President.

In 2017, the General Executive Board unanimously elected Andrew "Roo" Oyaas, Secretary-Treasurer of Local 491 to the position of International Trustee and Local 210 member Siobhan Vipond to the position of Canadian Labour Congress (CLC) Delegate. These officers fill vacancies left by the respective departures of Thomas Cleary and Kelly Moon.

We have made several notable additions and changes to our staff in the past four years. In January 2014, I appointed Robyn Cavanagh as the Assistant Director of the Education and Training Department. Robyn has years of experience as an instructor and consultant for the IATSE's education programs. To further support development and implementation of the Alliance's political initiatives, Erika Dinkel-Smith joined our staff as Assistant Political Director in 2016. She is based in Washington, D.C. where she focuses on legislative and electoral affairs. Brother D. Joseph Hartnett was appointed as the Assistant Director of the Stagecraft Department in late 2013. Brother Hartnett had previously been an International Representative in Stagecraft since 2009. In 2014, I also appointed International Representative Vanessa Holtgrewe as Assistant Department Director of Motion Picture and Television Production. She has served as an International Representative since 2012.

In 2016, I appointed Brother James Brett as an International Representative working out of the Canadian Office in Toronto with his primary focus in the Stagecraft Department. Brother Brett has been a member of the Alliance since 1982 and has served many years as an officer of Local 58. Dan'l Cook was added to the Tradeshow and Display Work Department as an International Representative in 2015. Brother Cook has been a member and officer of IATSE Local 720 since 1995. Krista Hurdon was appointed as an International Representative working from the Canadian office in Toronto in 2015. She formerly served as the Canadian Office's Operations Manager for thirteen years prior to her appointment. Brother Steven Kaplan was appointed in 2016 to serve as an International Representative in Motion Picture and Television Production working out of the West Coast Office. Brother Kaplan began his career with Local 839 and has significant experience in the animation and visual effects fields. In 2017, I appointed Stasia Savage as an International Representative in Stagecraft. In addition to previously functioning as an IA Special Representative, Sister Savage serves as Business Agent of Local 26. Additionally, in 2015, I appointed International Representative Jason Vergnano. Jason has been a member of Montreal's Stage Local 56 since 1999. Brother Vergnano, who is bilingual in English and French, has extensive organizing experience and serves our many Locals across Canada.

The International has also lost several staff members to retirement. In 2016, Barny Haines retired after twenty years of service as an International Representative. Representative Haines completed a successful career in Canada with integrity and deserves our utmost respect. Later in 2016, IATSE Special Representative and Local 700, Motion Picture Editors Guild National Executive Director Ronald Kutak retired after an exceptionally long career. At the time of his retirement, Ron was the longest serving executive of any entertainment union or guild. His knowledge and experience will be missed. Additionally, in 2016, International Representative Joel Youngerman retired from the International's staff. An IATSE member for twenty-five years, Representative Youngerman devoted his service to the International with dignity and pride. I also wish to acknowledge the retirement of Colleen Paul. Colleen served as office manager of the General Office in New York for many years until her retirement in 2015. Colleen's professionalism will long be remembered.

In 2014, Dale W. Short submitted his resignation as General Counsel of the International Alliance. He has served the International as well as many local unions for years. The Alliance, its Locals, and members remain appreciative of his impressive service and sound guidance. Counsel Short has continued to serve as special counsel to the International. To fill the vacancy created by his resignation, in 2014 I appointed Samantha Dulaney to

the position of IATSE General Counsel. General Counsel Dulaney previously served as in-house counsel in the IATSE General Office since 2008 and has made countless outstanding past and current contributions to IATSE. To further expand our in-house legal capacity in the General Office in New York, Adrian D. Healy, an attorney formerly with the law firm Spivak Lipton LLP, joined the IATSE as Associate Counsel in 2014.

After twelve years in the West Coast Office, our IATSE West Coast Counsel, James G. Varga, retired from that position in 2016. A union lawyer for thirty-eight years at the time of his retirement, Counsel Varga served the Alliance with extraordinary wisdom and dedication. To fill the post left open by Counsel Varga's departure, Jacob J. White joined the West Coast Office from the law firm of Weinberg, Roger & Rosenfeld in 2016 and now serves as Associate West Coast Counsel.

Finally, I regretfully report that Assistant to the International President Deborah A. Reid retired from the International Alliance effective October 2015. She first joined the staff of the Alliance in 1974 as a secretary in the General Office working for International President Walter F. Diehl. She was appointed as an International Representative in 1994 and later promoted to the position of Assistant to the President in 2004. At her retirement, Assistant to the President Reid had spent over forty years working for the International under four consecutive International Presidents. Her unprecedented dedication to the IATSE has been sorely missed and she deserves our collective gratitude in recognition of her long career.

## INVOCATIONS

The Alliance has customarily allowed Convention Delegates to deliver an invocation at the opening of each Convention session. As I did at the opening of the 67th Convention in 2013, I am now requesting volunteers.

In accordance with our past practice, I ask that the invocation be given by those who are new Delegates. I appreciate seeing many first-time Delegates at this Convention and look forward to your participation. Please help us by volunteering to open each Convention session with pleasant and, perhaps, spiritual remarks.

First-time Delegates who are interested in delivering an invocation, please submit your name, Local number and contact information with our staff at the General Office in rooms 312-313 on the third floor meeting space of the Diplomat Hotel. Your request will be considered and someone may contact you to notify you of when you should be prepared to present the invocation to the Convention.

## IATSE OFFICE OPERATIONS

For many years, leaders of the Alliance reported to Delegates in convention about the need to explore purchasing fixed property to house the IATSE General Office. I reported to you during our last Convention in 2013 that under my leadership the International finally accomplished that goal by purchasing office space in New York City to house the General Office. Since that time, we have continued to maximize the new work environment in the General Office and secured revenue-generating rent from tenants in unused portions of our space.

To improve workflow, we have made minor strategic rearrangements and enhanced the building infrastructure to increase the reliability of our technological tools (including fiber optic internet). Overall, the functionality of the General Office is outstanding and it inures to the benefit of the members we serve. Statistics show that the costs of commercial real estate in New York have increased by drastic percentages over the past five years and reached record highs within that period. These trends demonstrate the growing economic value of the General Office. After decades, we are no longer subject to record rental costs and have added to the future financial stability of our organization.

The IATSE West Coast Office operates in Los Angeles as an extension of the President's office under my supervision. The West Coast Office (WCO) is administered day-to-day by Vice President Michael Miller. Officers, representatives, and staff working out of the WCO are involved in the representation of all crafts of the Alliance and serve Locals and members throughout the western United States. In addition, the offices of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF) occupy the first floor as a tenant of our current Los Angeles office building.

As the officers and staff of the IATSE and the Training Trust have grown, it became apparent that we needed to upgrade our Los Angeles facilities to accommodate our advancement and future expansion. An analysis was conducted to determine the best course of action to position the WCO for current needs and future growth. After comparing the cost of renovations against the cost of purchasing a different building, it became obvious that renovating the existing space would be expensive and future enlargement would be difficult. The total size of our existing building would restrict the expanding range of events that could otherwise be hosted by the WCO (including bargaining, union activism, and meetings

with local unions and business agents). After consulting with real estate professionals, auditors, and architects it was determined that the best course of action was to begin the search for a new building that would meet the current and future needs of the IATSE membership and the Training Trust Fund.

After an extensive search for the right property in an appropriate location, I recommended to the General Executive Board that we purchase a property at 2210 Olive Avenue in Burbank, California. This property is approximately two miles from the current West Coast Office and convenient to the California film and television studios as well as most of the Los Angeles-based IATSE local unions. This property comprises over 20,000 square feet on two floors with ample parking on two levels. With the Board's approval, the property went through a satisfactory due-diligence period in March and April and we closed in May of this year. The transaction has included a lease-back provision allowing the previous owners to remain in place for up to eight months and there will be some renovations necessary to create the productive work environments we require. It is anticipated that the International's West Coast operations will occupy the building in early 2018. There are currently two additional lessees in the building in addition to the previous owner and it is anticipated that those leases will be allowed to expire per their terms at which time we will further evaluate the space needed as necessary to allow for continued growth.

In Canada, the International's operations, under my direction, are headed by Vice President John Lewis in Toronto, Ontario. The Canadian Office building was purchased in 2005. It is located in a converted 3,634 square foot, three-storey plus basement house, central to downtown Toronto. Since that time, the building has significantly appreciated in value, and we have acquired two tenants: Enerlife Consulting, a group that finds green solutions for businesses, and the Canadian Entertainment Industry Retirement Plan (CEIRP), which we founded. Leases with these tenants have resulted is a positive cash flow, and both tenants are approximately one year into their respective three-year leases. Their rent has gradually risen, which has resulted in a 25.87 percent increase since 2006. In the last year, we also negotiated an agreement with Enerlife, under which the Canadian Office loans them part of the cost of renovations they undertook. By the end of the lease term, the loan will be repaid and we will be left with upgraded premises.

## UNION LABOR LIFE INSURANCE COMPANY G-19 POLICY

The Union Labor Life Insurance Company (ULLICO) has recently furnished the International with updated information regarding premiums for Group Life Insurance Policy G-19, in which many IATSE local unions participate.

ULLICO reported that for the policy year that ended October 31, 2015, claims incurred were $9,103 and premiums paid were $26,330. This resulted in a loss ratio of 34.57 percent. The balance on deposit in the Rate Stabilization Reserve Account as of November 1, 2016 was $384,978.65. There are approximately eighteen IA Locals and over 400 members participating in this Group Policy.

## CONSTITUTIONAL AMENDMENTS

In your Delegate kits, you will find a table of proposed Constitutional changes, which will be before the Constitution Committee. The Committee will examine the proposed changes, suggest referral to another committee, or recommend that action be taken by the Delegates to this Convention.

With this report, I am grateful to review the developments, progress and growth of the Alliance during the past four years while describing challenges we have together overcome. However, as we continue to look forward to the future, it becomes evident that certain changes to the International Constitution are important for viable, effective operations of the Alliance and compliance with relevant statutory requirements. Accordingly, I urge you to review these proposed changes.

## CONVENTION TRANSPORTATION AND PER DIEM FUND

It is my recommendation to this Convention that the per diem allowance for Delegates be increased to $275 per day for ten days (in keeping with past practice) for this Convention only based on the funds available in the Convention Transportation and Per Diem Fund. Furthermore, to provide future Delegates with a more accurate estimation of the monies that may be available to them to offset their expenses to attend the Convention, it is my recommendation that the daily amount contained in the Constitution and Bylaws be raised to $200 per day for a maximum of ten days from the current amount of $150 per day.

## AFL-CIO

I continue to serve on the AFL-CIO Executive Council, a position to which I was first elected in 2008. It has always been my intent to continue my active, diligent service on the Council. I am proud to represent the Alliance as a Council member to ensure that the IATSE remains an integral constituent of the most powerful labor body in the world. Our relationship with the AFL-CIO allows the best interests of our members to be protected and the voice of all working men and woman to be heard. The Council remains active on several pressing matters that are faced by union members.

Like the Alliance, the AFL-CIO conducts its business at a quadrennial Convention where Federation members are represented by delegates of American unions. Convention delegates establish the innovate policies and visions that will shape the labor movement. The Convention delegates also elect the AFL-CIO officers who guide the daily work of the Federation. The next upcoming convention will be held in October 2017 in St. Louis. I look forward to attending with a delegation of IATSE representatives.

I am pleased to welcome AFL-CIO President Trumka as a distinguished guest to this 68th Quadrennial Convention of the IATSE. I ask all delegates to join me in applauding the poise President Trumka has shown while providing an unwavering voice for the Federation during recent trying times faced by the union movement. The AFL-CIO has reminded us frequently of our deeply held unity by denouncing attacks on health care for American workers and condemning an economy that enriches only an elite few at the expense of workers.

While all unions in the Federation have been met with some challenging times in the last four years, we stand committed to the gains that can be made and the power that we can build. We have made gains that are too often underreported. Union density among our youngest workers aged 16 to 24 has shown growth and tens of thousands of men and women have joined unions despite an overall decline in union density. I am proud to say that the IATSE is one of the several AFL-CIO unions that has achieved positive growth during the past four years.

The AFL-CIO's last quadrennial Convention was held in Los Angeles in September 2013. The Federation there unveiled several inventive strategies that have guided our common vision, addressed the status of working people, and detailed what we need to do to rebuild the labor movement. The convention passed several resolutions and constitutional amendments addressing a wide range of issues from organizing, immigration, young workers, social security, and healthcare. Among the constitutional amendments approved was one to expand the Executive Council from 51 to 55 seats, which will add a seat for young workers and also include seats for additional groups that the federation has welcomed as allies. President Trumka, Secretary-Treasurer Elizabeth Shuler and Vice President Tefere Gebre were elected, and the slate of officers comprising the Executive Council, myself included, were also reelected.

The IATSE also remains active in the Department for Professional Employees (DPE), a coalition of twenty-three national unions representing the unique interests of professional and technical employees in various areas including media, entertainment, and the arts. The DPE understands that professionals are essential to the future of the labor movement. DPE organizing materials, research, programs, and presentations help its affiliate unions organize more professional and technical employees and effectively represent professional members of the AFL-CIO.

The DPE has been active on many issues that are important to the Alliance. It has continued to educate members of the public, lawmakers, and government officials about the issues surrounding immigration visas issued to foreign professional workers coming to the U.S. The IATSE has been active within a group of arts and entertainment affiliates who seek to carry on a dialogue with U.S. immigration officials about the role of union consultations during the visa application and approval process. This matter has been of recent concern to the Alliance because it serves as a consultant to visa applicants.

More recently, the DPE has been the leading voice of unions representing professionals from across the arts and entertainment communities in support of funding of the National Endowment for the Arts (NEA), National Endowment for the Humanities (NEH), and the Corporation for Public Broadcasting (CPB). In a proposed U.S. federal budget for 2018, the continued existence of these important institutions—that often form the basis for IATSE jobs—is under attack. Proposals have been floated, which call for elimination of the NEA and NEH, as well as funding cuts to the CPB. The IA has joined other DPE affiliates in communications to Congress about the importance of these agencies to the American economy and our workers.

These are only a few of the efforts and initiatives of the AFL-CIO that are important to the IATSE. As future programs and innovations are implemented, I look forward to continuing these fights with our AFL-

CIO colleagues and partners, which will help rebuild the labor movement to benefit all workers.

## CANADIAN LABOUR CONGRESS

The IATSE continues to play an active role within the Canadian Labour Congress (CLC). As a result of our committed involvement, the IATSE is represented on the CLC's Canada Council, the Political Action Committee, the Health and Safety Committee, and the Pride and Solidarity Working Group. Labour has seen tremendous success with legislative victories like the withdrawal of anti-union legislation (including Bill C-377 and Bill C-525) as well as the implementation of a complete ban on asbestos, and the first real improvements to the Canada Pension Plan in a generation. These victories were achieved through the solidarity of our CLC colleagues and all of organized labour. They will benefit all workers in Canada. I expect that the International's Canadian staff will continue working with the CLC leadership on a number of matters that will have an impact on working people. These include battling against implementation of the Trans-Pacific Partnership (TPP); advocating for a national pharmacare program; pushing for federal pay equity; and pressing for a fifteen-dollar minimum wage. I am proud to say that the IATSE endorsed Canadian Labour Congress President Hassan Yussuff at what became his successful re-election during the recent CLC Convention. I am also pleased to welcome him as one of our speakers at this 68th Quadrennial Convention of the IATSE. Under President Yussuff's leadership, the CLC continues to be a leading advocate for working men and women in Canada. I am also pleased to note that former CLC Secretary-Treasurer Barbara Byers was a keynote speaker at the inaugural IATSE Women's Committee Convention event, which occurred on Sunday, July 16.

## INTERNATIONAL RELATIONS

For over twenty-five years, the IATSE has enjoyed a cooperative relationship with the Broadcasting, Entertainment, Communications and Theatre Union (BECTU), our counterpart in the United Kingdom. Over the years we have recognized that globalization and conglomeration of powerful corporations in the media, entertainment, and communications industries further fused the interests of our respective organizations. Consequently, the IATSE and BECTU took steps to increase their communications and mutual assistance. I am proud to say that the International has continued this long-standing relationship with BECTU during the past four years.

Representatives of the IATSE and BECTU regularly attend meetings and conferences of our respective organizations and maintain regular contact to exchange ideas and to support each other in challenging issues with common employers. In recent years, together with other officers and IATSE staff members, I have attended BECTU's annual conferences in England. Meanwhile, several BECTU officers and representatives have joined us to address meetings of the IATSE General Executive Board. In these interactions, we have welcomed reports from BECTU on the status of its various fights for quality wages and good jobs in an increasingly globalized economy. Recently, we have also learned about the challenges and uncertainty faced by the union movement and entertainment industry arising from Britain's decision to leave the European Union. With these exchanges, we have gained greater knowledge to formulate the organizing and bargaining strategies needed to beat back attacks on media and entertainment workers. We have also assisted one another when disputes arise with some of our common multi-national employers. The IA's solidarity with BECTU fulfills our common goals of providing the best representation to members of both organizations.

The last two years have also brought about an important change for BECTU. Its members overwhelmingly voted in favor of a merger with Prospect, the U.K.'s union for public and private sector professionals. This historical affiliation will strengthen the BECTU sector and I wish BECTU luck in building on its current strengths with this new partnership.

Finally, I am heartened by the unity and resourcefulness shown by the collaborations between the young worker groups of BECTU and the IATSE, respectively. By sharing their respective visions, our young members have strengthened the connections between our organizations and ensured that we will continue to cultivate a supportive, productive working relationship well into the future. I will continue to encourage the young workers of both our organizations to expand their relationships, enhance their activism, and seek out common goals for the prospects of the worldwide labor movement.

I am pleased to report that we are honored to have BECTU National Secretary Spencer MacDonald join us here at the 68th Quadrennial Convention this week. I encourage all Delegates to welcome him and extend your warmest greetings.

It should also be noted that the IATSE and BECTU are both affiliates of the UNI Global Union's Media Entertainment Industry sector (UNI-MEI). UNI Global Union continues to maintain solidarity

among labor organizations and trade unions around the globe. It includes more than 900 affiliated unions in 140 countries, collectively having 20 million members. MEI is a sector of UNI, which seeks to unite freelance, contract, and independent workers in the media, entertainment and the arts. UNI-MEI brings together over 100 unions and guilds in over 70 countries. Our affiliation allows the IA an opportunity to build relationships and ally with global colleagues who have shared views.

UNI-MEI focuses on and publicizes many matters that are familiar to the Alliance. The structure of entertainment firms, broadcasting companies and multinational corporations operating media enterprises around the globe have obvious consequences for workers in our industries. Under these conditions, organizing and defending the freedom of association are key priorities for UNI-MEI and its affiliates. UNI-MEI and its affiliates advocate on national and international levels to raise awareness that multinational companies should be following fair standards and conditions.

The IA continues to be an affiliate and a strong supporter of UNI and UNI-MEI. The International has participated in several UNI Global Union and UNI-MEI events and meetings over the past several years. I have been privileged to serve on the World Executive Board of UNI Global Union and as a Vice President of UNI-MEI.

With our connection to UNI-MEI and BECTU, the IATSE will have the potential to strengthen the labor movement and the voice of workers throughout the United States, Canada, the U.K. and across the globe. We are grateful to welcome to this Convention, Johannes Studinger, Head of UNI-MEI. He has been our guest in the past and I ask all Delegates to join me in offering him your friendly hospitality.

## RICHARD F. WALSH/ALFRED W. DI TOLLA/ HAROLD P. SPIVAK FOUNDATION

In 1966, a foundation was established by the members of the IATSE in honor of then International President Richard F. Walsh, who was the initial donor. Since then the identity of the Foundation has expanded to honor former International President Alfred W. Di Tolla. The Foundation's board of trustees then further expanded the official title to include Harold P. Spivak who served as General Counsel of the Alliance for over fifty years. Our IATSE Constitution allows contributions from per capita payments from each IA member per calendar quarter to be allocated to the Foundation to increase its resources and serve its missions. During the last Convention, the Delegates approved an increase of the allocation of quarterly per capita payments to the International so the Foundation would be better equipped to serve IATSE members and provide a broader safety net as the Alliance's overall ranks continue to grow.

During the past several years, the original purpose of the Foundation has been served with annual contributions made to a variety of charities. Scholarships each year are also awarded to the children of IA members. The number of scholarships awarded have increased. At the most recent meeting of the Foundation's Board, a decision was made to increase the number of new scholarships awarded to five beginning with the fiscal year starting September 30, 2018. Since the last Convention, the Foundation has made over thirty-five scholarship expenditures to bright and qualified young students. With the rising costs of tuition and the Foundation's increased revenues, the amounts of these scholarships have risen from $2,000 to $2,500 annually.

The Foundation continues to support charities that are important to the IATSE family like Broadway Cares, the Motion Picture & Television Fund, and the Entertainment Industry Foundation, to name only a few. In addition to these very worthwhile disbursements, the Foundation has served as an important and preeminent resource to assist IATSE members when they have suffered from natural disasters or unforeseen hardships like recent devastating flooding.

In sum, the original intention and mission of the Foundation continues to be followed by the Board of Trustees. The Foundation continues to support activities important to the Alliance and offer aid to IA members and their families in times of need.

## CHARITABLE ORGANIZATIONS

### *Will Rogers Motion Picture Pioneers*

The Will Rogers Motion Picture Pioneers Foundation is one of several charities created by the movie industry for the people within the industry. This charity and its predecessors have had a long and remarkable history of serving members of the motion picture entertainment industry who are encountering hardships and life changing events. It is undeniably one of the most meaningful charities to ever support the motion picture industry in terms of impact and legacy. Over the many years of its storied existence, we have been keenly aware of the effect of this charity's initiatives, which have helped people throughout our industries, including members of the IATSE.

On behalf of the IATSE, I am proud to reiterate that our members have had a long and rewarding relationship with the Will Rogers Motion Picture Pioneers Foundation. This continues to be a relationship which benefits many of us with the range of services it provides. The Pioneers Assistance Fund is a particularly noteworthy service, which has served countless individuals over recent years. We will continue to support the Will Rogers charity in all its endeavors to lend support to industry veterans and members of the theatrical motion picture community who are in need. The Fund routinely spends hundreds of thousands of dollars annually in aid of individuals within the motion picture industry.

Will Rogers Motion Picture Pioneers Foundation (WRMPPF) Executive Director Todd Vradenburg is with us this week and will offer the Convention more information about the WRMPPF. I encourage the Delegates to take advantage of the information that representatives of the WRMPPF are making available.

### *The Actors Fund*

The Actors Fund, founded in 1882, provides services and programs for professionals in the performing arts and entertainment industry. The Fund assists tens of thousands of people each year across the country with its multiple programs including health services, social services, and assisted living (at locations including The Aurora in Manhattan, NY; The Lillian Booth Actors Home in Englewood, NJ; The Palm View in West Hollywood, CA; and Schermerhorn House in Brooklyn, NY). Through the Actors Fund Service Programs, services are provided to entertainment industry individuals—including members of the IATSE—on a broad range of personal and work-related problems. Over the past five years, it is estimated that over 6,000 IATSE members have received Actors Fund assistance.

I am proud to report that the IATSE has strongly supported the Actors Fund during these past four years. The International is a regular contributor to the Fund and a supporter of its initiatives. For instance, the IA recently contributed significantly to the Fund's campaign to rebuild, expand, preserve and operate The Lillian Booth Actors Home, a retirement home, nursing facility, and assisted living location just outside of New York City. The Lillian Booth Home, which has served many aging members of the Alliance, is currently housed in outdated facilities. Consequently, a new modernized assisted living facility will take its place. We are pleased to support the funding campaign for this important effort.

Together with many other prominent industry professionals, I am also honored to serve on the Actors Fund's Board of Trustees. This active Board has done much to establish policies governing the programs and services of the Actors Fund, and helped to ensure the organization is following its mission of aiding individuals in the entertainment community in times of need and transition.

### *The AFC*

In 2016, the charitable organization formerly known as The Actors Fund of Canada was rebranded with the renewed title, "The AFC." The rebranding was aimed at simplifying the organization's message and demonstrating its commitment to an inclusive mission. The AFC provides emergency financial assistance to all professionals who work in the arts and entertainment industries (e.g. in all aspects of film, television, theatre, music and dance). When faced with ailing health or other personal or professional hardships that have compromised their housing or ability to work, the AFC is committed to helping entertainment professionals across Canada. Consequently, the IATSE and its affiliated Canadian local unions will undoubtedly continue to support the AFC under its rebranded image.

### *Motion Picture & Television Fund (MPTF)*

The Motion Picture & Television Fund (MPTF) provides a range of services to motion picture and television industry workers throughout their careers and into retirement. It routinely serves thousands of people per year including countless members of the Alliance. In the four years since our last Convention, the relationship between the MPTF and the IATSE continued to flourish. Our entertainment industry family in Southern California has accessed MPTF services whenever times became tough due to illness or financial hardship. Likewise, the IA is pleased to offer its assistance in pursuit of the MPTF's mission—to support our entertainment community in living and aging well, with dignity and purpose, and in helping each other in times of need.

Last year, the MPTF celebrated its 95th Anniversary at the Motion Picture Home on its campus in Los Angeles. The International Union's longstanding MPTF advisory committee worked together in celebrating that historic milestone. Additionally, the IATSE-led Day at the Races event in support of the MPTF has become a renowned annual affair for the Alliance in recent years. Guided by an IATSE committee, this event—held at the Santa Anita race track in California—offers an opportunity for IATSE members and their families to come together

in support of the MPTF. These and other recent MPTF initiatives have promoted greater awareness among IATSE members of the MPTF's purposes and spirit of giving back.

I applaud the MPTF's culture of compassionate caring and its generosity in offering comfort, shelter, and support for the IATSE's members and others in the entertainment community. I am also pleased to serve the MPTF as a member of its Board of Directors.

## IATSE WOMEN'S COMMITTEE

To continue moving our modern organization forward, we must focus on fostering the growth and success of all IA members and leaders. To ensure that the IA recognizes and embraces the voices of the many thousands of women within the Alliance, in June 2015, I established the first-ever IATSE Women's Committee. I have since appointed Local 700 Western Region Executive Director Cathy Repola to serve as chairperson. The group immediately created a mission statement to shape their vision and established subcommittees concentrating on precise areas of attention. In the short time since its inception, the Committee has primarily concentrated on community outreach, activism, education, and furthering networking opportunities among the women members of the Alliance.

To shape its future activities, the Women's Committee has circulated national surveys on women's labor and health issues, established a private internet group for women within the Alliance, and issued its own electronic newsletter featuring stories of interest and profiling women of the Alliance throughout the U.S. and Canada. These efforts have formed new ways for the Alliance's foremost women to reach our local union leaders and rank-and-file members.

The Committee hosted women's networking events at all the IA District conventions in 2016. Those events substantially increased interest in the group and enlarged distribution of the newsletter. The Committee also meets regularly during General Executive Board meetings where the Alliance sponsors a networking dinner. Those events have included prominent guest speakers and fundraising drives to benefit charitable organizations.

Since November of last year, the Committee has devoted itself to planning a Women's Committee event to coincide with this Convention. The Women's Committee event, "Unlimited Potential," took place on Sunday, July 16 and drew unprecedented attention to the prominence and contributions of IA women. There the Committee unveiled historical and current stories about women from various crafts within the Alliance.

I urge all interested Delegates at this Convention to connect with the Women's Committee and take advantage of future events. Those who wish to raise the profile of the Women's Committee and track the social media activities of IA women around the world are encouraged to use the hashtag #IATSEWomenUP on social media. The Committee will look forward to your contributions. In return, you may expect direct access to future Committee activities and reciprocal exchanges about various initiatives and issues important to women within the Alliance. The work of the Women's Committee will continue to reinforce my belief that an institution like ours will evolve and progress in direct proportion with the willingness of our members to offer a diverse range of perspectives.

## YOUNG WORKERS COMMITTEE

Four years ago, I reported about my vision of nurturing educated, engaged, and empowered young members within the Alliance. I am pleased to report that the IATSE Young Workers Committee has continued its steady progress toward that goal by mobilizing vibrant young brothers and sisters throughout the U.S. and Canada.

The International's Young Workers Committee—currently led by Stagecraft Assistant Department Director Joe Hartnett, Communications Department Director Emily Tao, International Representative Jason Vergnano, and Senior Communications Coordinator Molly Katchpole—focuses on advising and uniting IATSE young workers between the ages of 18 and 35. With its knowledge and resources, the Committee has helped hundreds of young workers successfully become active within their local union or their community.

Experience has shown that successful IATSE young workers must receive the support of their peers, fellow members, and local union leaders. Active younger members have been successful when their Local leaders have given them the resources to define their own goals and work toward their achievements. The Young Workers Committee—which we have entrusted with the education and preparation of those who will assume the responsibility of leading the future—has shown continuous growth.

Over the past four years, the Committee has organized and convened two Young Worker Conferences. The first, in 2014, was held in Portland, Oregon. To allow a broad range of perspectives, local unions were permitted to designate two young representatives to

attend. Consequently, the Conference included over one-hundred young members of sixty Locals from across the U.S. and Canada and various IATSE crafts.

Following the theme of the 67th Quadrennial Convention, the objective of the 2014 Young Workers Conference was to encourage young workers to build their social, political, or labor activism. With the assistance of the IATSE Education and Training Department, conference speakers and instructors focused on ways to increase involvement and raise the profile of the Alliance's young workers. In addition, attendees were educated on the history and structure of the IATSE and the developing participation of young workers in the labor movement. Distinguished guests at the 2014 conference included AFL-CIO Secretary-Treasurer Elizabeth Shuler and Oregon AFL-CIO President Tom Chamberlain.

The Committee prompted attendees to define their goals by pledging to accomplish some social, political, or labor action within the following year. The Committee has reported that over half of the young workers became active after the conference by forming committees within their local unions, assisting in local union administration, and participating in charitable community events. Many have now volunteered to participate in training classes, taken on political activities, and embarked on organizing drives. Others have become job stewards or candidates for local union office. Overall, the conference stimulated dozens of young members to take on greater responsibilities within their Locals, workplaces, and communities.

Building upon its growth, in 2016 the Committee scheduled and held a more recent IATSE Young Workers Conference in Atlanta. The 2016 Conference included over one-hundred young members representing fifty-eight Locals from across the U.S. and Canada. This Conference was approximately 85 percent first-time attendees. The Conference again focused on activism and prior conference attendees who have become active had the opportunity to network with their peers. International Vice President Faye Harper addressed the conference along with Local 479 president Ray Brown and guests from the Federal Mediation and Conciliation Services.

The 2016 Conference presentations educated attendees about problem-solving and tactics for addressing conflicts. Young workers had opportunities to share the challenges and successes they were experiencing. Again, they were offered a compelling history lesson on the birth of the labor movement and the rise of the IATSE. Importantly, the Conference instructed the group on the importance of organizing unrepresented workers and the pivotal role that unions play at bargaining tables and within electoral politics. The Committee was satisfied that the 2016 Conference offered attendees critical teaching about the importance of young activists within the Alliance.

The Young Workers Committee again tracked the progress of the 2016 attendees during the year following the Conference. The quantitative reports about the more recent Conference were impressive. Well over half of the young workers at the 2016 Conference have reported that they have taken roles in community, social, or political activism. Young members from Locals around the U.S. and Canada have—among other actions—become local officers, hosted events to benefit charities, organized trainings, and influenced many fellow members to follow their lead.

In addition to these events, the Young Workers Committee has also published the IATSE Young Worker Group How-To Guide to reach even more young union members. The guide assists members who desire to start a young worker group within their IA local union. It includes important details about recruiting participants, forming unifying activities, and general interests of young workers. Delegates to this Convention who are not familiar with the IATSE Young Worker Group How-To Guide should obtain copies from the IATSE website. The Young Workers Committee has also distributed periodic e-mail activism tips, which serve as a starting point for local, community, and workplace activism. The messages have been widely distributed and well-received.

The IATSE Young Workers Committee has also extended its reach to our national affiliates and global allies. The IATSE Young Workers have been privileged to host young members from BECTU (the IATSE's sister union in the U.K.) at the most recent young workers' conferences. BECTU's representatives routinely offer their valuable perspectives. Similarly, members of the IATSE Young Workers Committee have been honored to attend the BECTU Young Members Forum in the U.K. for several consecutive years. Together, BECTU and IATSE young members have deliberated about future initiatives and the global political, and cultural anti-union forces faced by young workers in the entertainment industry.

IATSE Young Workers were also represented at the 2016 UNI Youth Global Conference and corresponding UNI Youth Global Organizing Forum in Cape Town, South Africa. These events gathered

together UNI-affiliated union participants from all over the world. The events taught participants organizing lessons and exposed the IATSE Young Workers to ways that our global allies are organizing and winning achievements within their local communities. We will continue to expose our young members to the importance and power of international solidarity and unite them in our fight for workers' rights worldwide.

On a national level in the U.S., the IATSE Young Workers Committee has been represented on the AFL-CIO Young Worker Advisory Council and at the most recent AFL-CIO Convention. Members of the IATSE Young Workers Committee and IA local unions have represented the Alliance at meetings of the AFL-CIO Young Worker Advisory Council, AFL-CIO youth strategies sessions, and the AFL-CIO Next Up Young Worker Summit. These events have focused on building young worker power from the ground up. They offered many valuable opportunities for the young workers of the Alliance to engage with leaders from other AFL-CIO affiliates and to understand the policies underlying the AFL-CIO's youth platform.

In Canada, the IATSE Young Workers Committee has been active in the Canadian Labour Congress' (CLC) youth initiatives. Several IATSE young workers from local unions in Canada attended the CLC's inaugural Young Workers' Summit in 2016. The Summit addressed an array of topics to help young workers build leadership skills, develop communication strategies, and engage in political action. The delegation also welcomed Prime Minister Justin Trudeau as a guest speaker.

Through all of these efforts, the Young Workers Committee has garnered the expertise needed to develop unprecedented solidarity, skill, and leadership among our younger members. The Committee has fortified my strong conviction that we must nurture young members and support their leadership. In doing so, they become involved in the many important initiatives of the union and bring their ideas and energy to our efforts.

## IATSE SAFETY HOTLINE

As I made clear to IATSE members during our last Convention, there is perhaps no function of a trade union more vital than defending the health and safety of its members. A strong union is a safe and healthy union. Workplace protections for IATSE members have improved greatly over the many decades of our existence. In recent years, we have made significant gains on this front by negotiating improved working conditions in IA contracts. However, workplace hazards have far from disappeared. Our members should never have to live in fear of work-related accidents and illnesses. Nor should any working person be forced to choose between doing a dirty, dangerous job or having no job at all. Members of the IATSE—in every one of our industries—must have simple ways to report, record, and prevent any danger they encounter.

Therefore, under my guidance, in 2015 the Alliance launched its safety hotline program for members to report on-the-job hazards. The IATSE Safety Hotline is available 24 hours a day for the entire Alliance throughout the U.S. and Canada. It is apparent that a single hotline accessible to all IATSE members in all industries would greatly further our vision of making job sites as safe as possible.

Crew members on set, on stage, and on location can call the IATSE Safety Hotline toll free at 844-IA AWARE or 844-422-9273. Callers can either leave a message or talk to a safety representative who will promptly respond to reported issues. Depending on the circumstances, safety representatives follow up by contacting a local union representative, directly assisting the caller or directly alerting the employer. Since its inception, the hotline has answered countless calls and addressed matters ranging from air quality concerns to potentially harmful weather conditions.

More recently, during 2017 the International commissioned software professionals to develop a mobile device safety app in conjunction with the Safety Hotline. Like the Hotline, the IATSE Safety App will allow users to digitally notify the International of any workplace safety issues. It will also include a safety FAQ section, new safety bulletins, and a checklist detailing steps to follow in the event of a workplace accident. Implementation will be available on major digital device platforms (iOS and Android). Users can also take their discussions offline by using the App's built-in phone dialer, which will cause the user's mobile device to connect to the IATSE Safety Hotline.

It should be noted that the IATSE Safety Hotline and App are not intended to replace any employer's hazard reporting plan, or to relieve employers from their safety responsibilities. Nor is the Safety Hotline a replacement for commonsense preventative measures (if a hazard presents urgent immediate threats, members must clear the workspace and call emergency services). Rather, the IATSE Safety

Hotline is meant to promote member recognition of safety problems and provide a secondary safety net when employers' reporting plans break down. Employers are obligated to provide safe places to work and the IATSE envisions a system that will help employers make our members safer.

The Safety Hotline and Safety App will further our goal of making it possible to enhance the health and safety conditions of IATSE members at work. Precautionary action can and must be taken by employers, the International, and our union brothers and sisters simultaneously. With these innovations and other important measures (awareness-raising, member training, safety committees, and additional safety programs) the IATSE International leadership is committed to providing our members many options when faced with an unsafe or unhealthy situation.

## AFFILIATED EMPLOYEE BENEFIT FUNDS

### *IATSE National Benefit Funds*

The IATSE National Benefit Funds continue to offer a wide array of benefit options with flexible rate structures as solutions to IATSE Locals when negotiating health and retirement benefits for their working members and families. The National Funds remain a source of comprehensive benefits that are obtainable not only by members with steady employment but also those with less frequent work. The National Funds allow members to obtain benefits and maintain them during non-working periods. My focus remains steady on efforts to preserve these offerings in the most affordable way possible.

The National Benefit Funds have continued to see consistent growth in assets and in the participant base across all the Funds. Total annual contributions through the end of 2016 were $330,666,710 for all Funds, which represents a 61 percent increase since the end of 2012. Total net assets for the Funds as of December 31, 2016 were $1,470,746,118, which represents a 57 percent increase since the end of 2012. The Plans available within the National Benefit Funds are identified below.

*The IATSE Annuity Fund* – this defined contribution retirement plan has no required employer contribution rate. A pre-tax salary deferred 401(k) feature is available in addition to negotiated employer contributions. Eligible participants can add to their retirement security on a voluntary basis. There are two different ways in which a participant can defer salary to this Fund. The first is through an IRS safe harbored feature that requires a minimum percentage of salary (3 percent or greater) contribution from the employer to the Annuity Fund in order for members to defer pre-tax contributions to the 401(k) component. The second is through the rules of the former 401(k) Fund, which merged into the Annuity Fund on January 1, 2010. There is no minimum required employer contribution rate for participation in this second deferral feature. The requirement is that employment be in the motion picture industry.

*The IATSE National Pension Fund* – this defined benefit retirement plan features two unique programs, Plans B and C. Plan B was established in 1957. This Plan's final retirement benefit is based on the last 3 years of employment and the associated daily employer contribution level. Participation in this Plan requires a daily employer contribution rate as prescribed by the Plan. Plan C was established in 2002 for the motion picture industry and any other industries and situations where flexibility in the contribution rate is needed. The retirement benefit is calculated as a percentage (three percent) of all employer contributions received throughout a participant's career up to a twenty-five year cap.

*The IATSE National Vacation Fund* – predominant participation is by Pink Contract employees for this post-tax annual benefit.

*The IATSE National Health and Welfare Fund* – There are two unique offerings in this Fund, Plan A and Plan C. Plan A is a traditional health plan which requires a minimum daily employer contribution. Coverage is earned by working sixty days in a 6-month period. Coverage is granted in 6-month intervals. Coverage is either earned or not; there is no self-payment or banking of days feature to this Plan. Plan C has seven coverage options designed to meet the needs of members in every phase of the entertainment industry and requires no fixed employer contribution. The coverage options available under Plan C are:

- Plan C1 – the highest cost plan option features low co-payments in its medical, surgical, hospital, prescription and dental benefits program. There is an in-network and out-of-network feature.

- Plan C2 – an industry competitive plan option offering benefits similar to C1 but with higher co-payments; it offers both in-network and out-of-network coverage.

- Plan C3 - introduced in October 2007, this in-network only option provides higher cost-sharing in its medical, surgical and hospitalization benefits structure at very affordable rates.

- Plan C4 – introduced as a high deductible option on January 1, 2015 this in-network only option is the lowest cost option meeting Affordable Care Act (ACA) guidelines available.

- Triple S – this is an HMO option available for participants residing in Puerto Rico.

- Stand-alone MRP – a medical reimbursement plan for those enrolled in another employer or union sponsored group health plan that meets the ACA minimum value standards.

- Retiree Only MRP - established on January 1, 2014 as a medical reimbursement program for retired participants on Medicare.

The National Benefit Funds are governed by 14 Trustees, seven representatives from Labor and seven representatives from Management. The day-to-day operations of the Funds are managed by an Executive Director and five Directors of departments who have the experience and vision to guide the operations in an effective and responsive manner. The Funds Office Staff has grown to 98 employees (including the management team), an increase from 81 at the end of 2012.

There have been several notable happenings at the National Benefit Funds since the last Convention. The National Fund Health and Welfare Fund welcomed new participants from ATPAM 18032 on September 1, 2014 and Theatrical Wardrobe Local 764 on January 1, 2016. A new service provider was engaged by the Annuity Fund on December 1, 2015. The Funds website, www.iatsenbf.org, continued to expand its features. Most notably, local unions can now request information in any format desired. Medical Reimbursement (MRP) claims processing was brought in-house effective January 1, 2016. The long processing delays and servicing issues participants faced with ASO (the former third party administrator) were greatly reduced since the Fund Office took over this task. The Fund Office signed an extended lease to remain in its current headquarters. In trying to keep pace with the increased participation and servicing needs, the Board of Trustees approved renovations so that additional staffing could be housed at the Funds' current location. The Funds newsletter, *Behind the Scenes* was overhauled and distributed with a new look. Included in this easier to read version are several important health related articles and retirement pointers. Registered NBF website users get email blasts when CAPP statements are mailed and other important notices are sent. Local Unions also receive email blasts when there are mailings or important news to pass on to members.

Future events and improvements are also on the horizon at the NBF. The NBF is in the process of interviewing software firms to create a new database system and upgrade its technology in order to provide convenient service to participants. The Funds are considering an updated phone system so that participants can get real time information via the toll-free phone number in addition to, or instead of, the website. The Fund Office will continue to be committed to finding the best solutions to raise its service standards to participants and Local Union offices.

The following is a brief review of the Funds' features and accomplishments, and their focus looking forward. I, as Chairman of the Board of Trustees, along with my fellow Trustees, understand the commitment necessary to maintain these benefits for IATSE members and their families. I continue to make it a priority to bring the best possible benefit packages and services to the members of the IATSE.

The IATSE Pension Fund, through its defined benefit plans, Plan B and Plan C aim to ensure a secure retirement for the participants. At the end of 2016, there were 22,237 participants in the Plan, as compared to 15,971 at the end of 2012. This represents a 39.2 percent growth in participation. Net assets at the end of 2016 were $325,779,588. At the end of 2016, there were thirty-nine participating Locals in Plan B and there were 139 participating Locals in Plan C. As of December 31, 2016, there were 2,028 retirees and 536 spouses/beneficiaries receiving a monthly benefit. An average of $1,157,700 was paid each month in pension benefits, for an annual total of $13,892,400.68 through December 31, 2016 (excluding retroactive and lump sum distributions). All retirees, surviving spouses and beneficiaries receiving a pension benefit on December 1, 2013 received a 13th and 14th check equal to their regular monthly benefit. Because of the Funds' continued stability and green zone status, there was an unprecedented 20 percent increase for those retiring on or after January 1, 2014. The Plan C accrual percentage increased from 2.5 percent to 3 percent and the weighted average benefit factors for Plan B increased by 20 percent.

The IATSE Annuity Fund, now in its 44th year, has grown substantially since its inception. It now has over 75,000 participants with accounts at Wells Fargo that are self-directed. This compares with 57,000 participants reported to the last Convention for the plan year that ended in 2012. That represents a 31.58 percent growth in participation. Net assets at the end of 2016 were $753,827,972 and as of that time there were 306 participating locals in the Plan.

The IATSE National Vacation Fund was established in 1973 in order to provide an annual lump sum payment (post-tax) to those participants working where paid vacations are not available. The distributions are adjusted pursuant to Plan provisions to reflect operating income gains or losses and applicable administrative expenses. During 2016, $3.6 million was received in employer contributions and distributed to participants in May 2017 for the 2016 work period contributions. At the end of 2016, there were thirty-four participating Locals in the Vacation Fund.

The IATSE National Health and Welfare Fund has seen sizable growth. At the last Convention, I reported that 19,354 participants and their families were covered under the National Health and Welfare Fund at the end of 2012. As a result of continued efforts, including but not limited to, organizing new members, Plan improvements, Plan mergers, and managing benefit costs, the Fund now covers 26,272 participants. Including covered family members, there are now 42,876 lives receiving essential health coverage. This represents a 35.7 percent growth in participation. The Fund has been able to maintain—and in many instances—improve, our coverage offerings. The Plans offer comprehensive packages including hospital, medical, prescription, dental, vision, hearing, short-term disability and death benefits. Net assets at the end of 2016 were $387,684,969. At the end of 2016, there were 193 participating locals in the Plan.

The following describes the current status of the IATSE Staff Retirement Fund. Assets of the Fund are currently accumulated through contributions from the International on behalf of its employees. These contributions are invested in stocks, fixed income securities and certain alternative investments. Net assets at the end of 2016 were $33,547,676. As of December 31, 2016, there were 127 active participants in the Fund, 52 retirees receiving a monthly benefit and 14 beneficiaries receiving a monthly benefit. The average monthly gross retirement benefits paid to retirees and beneficiaries during 2016 was $143,620.

The Trustees are requesting approval of two changes to the rules of the Staff Retirement Fund. Both changes have been costed out by the Fund's actuary, and after careful consideration, the Trustees have determined that they are affordable. Based on the actuaries' projections, adoption of these two changes would not require an increase in the amount that the International is currently contributing to the Fund.

The first is to increase the maximum number of years counted for Fund benefits from 20 to 25 in recognition of the changing work patterns of employees of the International. In the past, employees commonly began work for the International later in their career and therefore were not likely to hit the maximum. Now, however, the International has a number of employees who have already reached the 20-year maximum under the Fund's rules but whom the International wishes to retain. Increasing the maximum to 25 years would assist the International in retaining these employees. This change would also cause the Fund to match the terms of the IATSE National Pension Fund, which currently has a 25-year maximum. The Trustees recommend an increase in the Staff Retirement Fund maximum to 25 years, effective for active employees who retire on or after August 1, 2017.

The second is to lower the earnings threshold to earn a year of service from $10,000 to $5,000. This earnings threshold is still significantly above the $1,250 earnings threshold that was in effect until it was raised to $10,000 on April 1, 2007. After review, the Trustees have determined that the $10,000 threshold is excluding certain employees who were not intended to be excluded from the Plan. Therefore, the Trustees are requesting that the $10,000 be reduced to $5,000 effective retroactive April 1, 2007 for active employees who retire on or after August 1, 2017. The Delegates are asked to approve these two changes to the Staff Retirement Fund.

### *Canadian Benefit Plans*

Two efforts that have consumed a tremendous amount of time and resources in recent years have been the growth of the Canadian Entertainment Industry Retirement Plan (CEIRP) and the IATSE Canadian Health Plan. The creation of each these plans was founded upon the same principles. They allow local autonomy for certain decisions affecting members, but also draw together the purchasing power of 20,000 members which will provide greater efficiencies and savings to be passed on to our members. Established in 2005, CEIRP has grown to over 20,000 participating members with assets in excess of $400 million. The Plan has consistently outperformed industry benchmarks for rates of return, due partly to the greatly reduced management fees our members pay. These fees are remarkably affordable in comparison to standard fees charged in the industry. This translates to more retirement savings for our members.

The IATSE Canadian Health Plan was created in July of 2011 and, like the retirement plan, functions on the principle of Locals maintaining the

authority to determine eligibility requirements and the selection of benefits, but then draws together their combined purchasing power to reduce fees and expenses. There are twenty-four Locals and two staff groups participating in the Plan representing 26,000 members and their dependents, with annual health benefit premiums of $28 million. The plans are another example where our Canadian Locals, have worked together cooperatively with the International to benefit our members.

### *Motion Picture Industry Health and Pension Plans*

The Motion Picture Industry Pension and Health Plans (MPI) are trust funds established by collective bargaining agreements between unions and employers in the motion picture production industry. They are administered by 32 trustees. Like all Taft-Hartley benefit plans, half represent labor and half management. Of the sixteen labor trustees, eleven are appointed by the IATSE and five are appointed by the Teamsters and basic crafts. International Vice President Thom Davis continues to serve as the labor chair, a post to which I first appointed him in May of 2013.

During collective bargaining negotiations in 2009 and 2012, the continued health of the MPI was a key focus of Basic Agreement bargaining when the IA's bargaining committee was forced to address fallout from the Great Recession. Significant investment losses, a national healthcare crisis and pension legislation all negatively impacted the MPI and other multi-employer plans. As reported elsewhere, during 2015 Basic Agreement negotiations, the IA successfully maintained health plan benefits. Co-pay levels were unchanged and a 10 percent pension increase was negotiated effective Jan. 1, 2017 and retroactive to September 1, 2015 for anyone that was an active participant on or after August 1, 2015.

During the four-year period, which ended December 2016, the MPI increased the number of active participants, retirees and survivors qualifying for health plan coverage. This has resulted in over 120,000 individuals and family members being covered by the MPI health plan and 18,000 pension recipients.

Active and retiree health plan costs of $677 million were paid in 2016. $290 million in pension benefits were distributed in 2016 and, by the end of 2018, those obligations are currently anticipated to be $338 million per year. Pension payouts are projected to double in ten years according to MPI actuaries.

Since 1996, in lieu of increases to the pension, retirees have received a 13th and 14th check annually, increasing their annual pension by 16.7 percent. The retirees were granted three more years of the additional checks after the ratification of the most recent Basic Agreement in 2015. The extra checks are to be provided in November of each year. In 2016, these checks provided retirees approximately $22 million in additional benefits. The Plan's funding status is in the green zone as defined under federal law.

The Individual Account Plan (IAP) grew from $3.3 billion as of December 31, 2012 to over $4 billion by the end of 2016. This growth is driven primarily by wage increases and a significant increase in work since 2012. Investment returns have added 6.5 percent annually over the last twenty years to members' IAP. The Individual Account Plan has been a critical component of IA members' retirement benefit package since it was created in August 1979 as a supplemental benefit to the Motion Picture Industry Pension Plan. The IAP requires a 6 percent employer contribution made on behalf of each employee for every hour worked. The IAP assets have surpassed the assets of the Pension Plan, while maintaining a slightly more conservative investment allocation. Together with the Pension Plan, the IAP provides a significant foundation on which IA members can build a healthy retirement package.

The amount of work available to MPIPHP participants has increased significantly in the last four years. In 2013, a total of 81 million hours were paid into the MPI. In 2016, contributed hours were more than 94 million, a gain of over 16 percent. However, as healthcare costs (particularly prescription drug costs) continue to rise, health care plans of all types have been adversely impacted including the MPI Health Plan and other entertainment industry plans. Pension costs continue to climb as interest rates remain low and investment returns lag behind historic averages. Attaining financial stability is more important than ever and harder to achieve. For these reasons, the 2015 benefits bargaining committee developed strategic solutions to preserve our health benefits and improve our pensions.

Fortunately, the MPI Health Plans have remained secure. Access to a large network of qualified physicians, hospitals and other health care professionals while working to keep health care costs down are at the core of MPI's mission to improve the quality of life for its participants. Since 2012, Anthem Blue Cross has been the primary medical PPO provider. The MPI Health Plans have experienced better than anticipated control over health care costs for the last several years. Notably in 2016, total health plan costs were $10 million below original estimates. The MPI Plans have

accomplished these results primarily due to strong provider networks overseen by the Plan's staff, an outside consulting firm, and the diligent work of the benefits and appeals committee.

Furthermore, effective management of all the MPI's service contracts, including Anthem, Express Scripts, VSP and Delta Dental, along with increased employer contributions, and modest participant premiums for dependents, have allowed the MPIPHP to maintain superior health insurance benefits.

The Plan's key Southern California provider of outpatient medical services, The Motion Picture and Television Fund's Health Network, which is comprised of six clinic locations, along with its referral relationships with over 500 specialists in the Southern California area, was acquired by UCLA Health in 2014. The MPI continues to work with UCLA Health to provide top level care to our industry participants. Because of collaboration between primary care doctors and the specialists, there is less duplication of services (i.e., MRIs and other scans). Approximately 40 percent of the participants are using the clinics, which has reduced costs for them and for the Plan.

A prescription drug contract with Express Scripts was renewed in 2015 and a recent market evaluation of the prescription drug benefit will result in additional savings. Prescription drugs are increasingly a primary driver of health plan costs. Prescription drug costs of the Active Health Plan exceed $100 million per year and in the Retiree Health Plan, prescriptions are equivalent to the hospital and medical/HMO coverage combined. The ability of our outside consultant to properly measure the market for discounts, rebates and dispensing fees is, in large part, responsible for keeping these costs down. Additionally, the Entertainment Coalition, which consists of the MPI, DGA, SAG-AFTRA and WGA, was established to take advantage of the combined purchasing power of those unions' respective plans for prescription drugs.

In 2012, the Plan experienced average monthly expenditures of $46 million ($38.6 million Active Health Plan and $7.6 million Retiree Health Plan). In 2016, those costs were approximately $56 million, an increase of 22 percent over four years.

While the MPI is on firm financial footing, future challenges are anticipated. During the past four years, the Plans have experienced growth in the number of active participants and retirees. The funding status of the Pension Plan is in the green zone and 13th and 14th checks will continue to be issued. The Health Plans have maintained grandfathered status under the Affordable Care Act and have remained best in class when measured against other entertainment and national plans. The IAP accepted $221 million in employer contributions in 2016.

Yet, the MPI faces challenges that Plan directors are diligently working to resolve. As the overall financial position of the MPIPHP continues to be evaluated, we will focus our bargaining priorities as we head into negotiations in 2018. At the end of 2016, the Active Health Plan held 22 months of reserves and the Retiree Health plan contained 10 months.

In 2017 and beyond, the economic obstacles facing the Plans are considerable. These obstacles include the enormous challenges posed by an aging retiree population, rising health care costs, lower investment returns, and increased demands for services. At the same time, the country is struggling to determine what the future of health care will be. It is likely that future legislation will impact health care in ways that are unforeseeable now. Participants can help control costs of the health plan by being good consumers of their benefits. By staying in-network, utilizing generic drugs when possible, receiving maintenance medication through the mail and only utilizing necessary services, MPI participants can significantly impact the overall cost of healthcare.

As another matter, the entertainment industry business model continues to shift away from traditional distribution methods (i.e., television, theatrical releases, pay television, etc.), which may impact MPI residual funding in future years. The IATSE-appointed MPI directors will continue to monitor all distribution markets and changing distribution methods to ensure that the MPIPHP is receiving the residuals that we bargained for. It is important to protect these significant fund contributions.

I, along with the other directors of the Plans and local union leaders, prepare to address future challenges. Our motion picture fringe benefits have increased. The protection of the MPIPHP benefits now and in the future, will continue to be a principal priority for the Alliance.

## STAGECRAFT DEPARTMENT

In 2013, the Stagecraft Department conducted a survey of all stage Locals in the Alliance to identify common challenges. Locals reported that their leading concerns were non-union competition (particularly from labor contractors), lack of organizing resources, the

use of "rate cards" in lieu of comprehensive collective bargaining agreements, disparate relationships with multiregional or national employers, and the acute effects of various challenges for our smaller Locals.

Consequently, these matters have greatly informed the administration and activities of the Stagecraft Department during the last four years. In that time, the Department handled 113 assignments. These included 59 assignments to assist Locals in contract negotiations, 39 assignments to assist Locals in organizing drives, and 23 assignments to assist Locals administratively (with grievance processing, contract administration, revising Constitutions, and membership issues). The following describes the results of the IATSE's focused approach to these matters and challenges that persist.

### *International Contracts*

Where appropriate, the IA has pursued International contracts with employers operating across multiple local union jurisdictions. This allows us to ensure all Locals' jurisdiction is protected. Standardized minimum working conditions are followed and local wage and benefit standards are imposed. This approach continues to benefit all stage Locals. The first and most renowned International contract is the Pink Contract covering traveling stagecraft workers.

In March, 2016 the Pink Contract was renegotiated with The Broadway League and Disney Theatrical Productions. The successor contract has a three and one-half year term lasting until June 30, 2019. Contract minimum wages increase each year in all categories on all tiers (i.e., full, modified, and SET). Employees' per diem payments will increase in each year of the agreement. Health benefit coverage will remain the same with no co-payments by participants. All cost increases associated with healthcare will be paid by the employers. The Pink Contract now also requires employers to provide additional housing options at each tour stop. Meal breaks are more plainly defined and certain travel reimbursements have increased. Importantly, employees working on tours that are transitioning between tiers (Full to Modified, or Full to SET, or Modified to SET) will have more assurances over their subsequent pay. In another notable breakthrough, the new Pink Contract eliminates eight hours of work beyond performances that was formerly required before additional compensation is required. The new contract also increased the number of performances that could be done on a SET tour within an eight-week period.

Following implementation of the new Pink Contract, the IA has continued to monitor overage payments on modified and SET tours. We regularly conduct audits to ensure compliance with contractual overage requirements.

The Non-League Pink Contract covers five touring companies—NETworks, Troika, Big League, Phoenix and Work Light. The first Non-League Pink Contract, which covered all tours produced by these companies expired at the end of June 2016. Separate terms cover different touring tiers—these are embodied in the "L" Touring Agreement and the Bus and Truck Touring Agreement. The "L" agreement is applicable to tours comparable to those under the League Pink Contract. The Bus and Truck contract covers smaller tours that typically play split weeks and one night stops.

The successor "L" Touring Agreement was renewed on terms largely matching those in the League Pink Contract. Renewal negotiations for the Bus and Truck contract were more difficult. The IA successfully introduced improved conditions and benefits for these workers, who often work challenging schedules on tour. The new contract includes enhanced wages, per diem, and travel expenses. It offers more opportunities for additional earnings and for the first time, these crews now also receive annuity retirement benefits.

The International also recently renegotiated a successor contract with Spectra Venue Management (formerly known as Global Spectrum, Inc.) The Spectra contract, which expired in February 2016, currently covers thirty-four IATSE Locals. The International contract establishes minimum terms and each local union has an addendum establishing its area wages and benefits (and any other conditions superior to those contained in the central contract). The IA successfully negotiated wage increases of three percent per year for all covered work. Several local unions also submitted proposals concerning their respective venues. Largely, these issues were resolved.

The Spectra contract is perhaps our most successful International stagecraft agreement. It provides a mechanism for new venues to come within the terms of the contract with work awarded to the IA Local having geographic jurisdiction over each venue. This has provided employment opportunities to numerous local unions that otherwise might not have successfully secured the work. Nonetheless, a handful of Spectra facilities are not covered due to municipal opposition. We continue to explore ways to resolve these exceptions.

The IATSE's national contract with Live Nation last expired in December 2015. During the term of that agreement 11 additional Live Nation venues came within the IA's jurisdiction. Participating Locals submitted

proposals for their unique needs. A resulting five-year agreement was reached. Any Locals that previously worked under conditions inferior to the terms of the national contract were improved to minimum levels. Some Locals will see economic increases of as much as 21.5 percent over the life of the contract.

As noted elsewhere in my report to this Convention, recent political election seasons have offered abundant event work opportunities for IATSE stagecraft members. Campaign events— often occurring on stage and in arenas—require competent professional stage technicians. For the 2016 U.S. election cycle, both major Democratic Party primary campaigns signed contracts with the International covering campaign events throughout the U.S. The 2016 election also marks the fifth time since 2000 that the International has had a contract with the Commission on Presidential Debates. This agreement standardizes conditions for all IATSE members working on presidential debates and incorporates wages and benefit distinctions important to the local unions where the debates are held. The General Office generates Pink Contracts for members (in the classifications of staging, electrical/sound, and rigging) traveling on the debate circuit.

In 2016, presidential debates were held in Hempstead, New York; St. Louis, Missouri; and Las Vegas, Nevada. The Vice-Presidential debate was held in Longwood, Virginia. It should be noted that these debates are typically held on college campuses, where IA local unions might not otherwise have established collective bargaining agreements. It remains critical that the General Office ensure work opportunities for local union members wherever these events are held. I also assigned a representative to visit each site and meet with the local unions involved. Reports indicate exceptional work by our skilled members of Locals One, 6, 720, 87 and 285 on these important events. These agreements were made possible by our commitment to political activism and resulted in a tremendous amount of work for our members.

### *Organizing*

One of the IATSE's important recent organizing efforts involved amphitheaters operated by Live Nation in Atlanta. The IA won a National Labor Relations Board (NLRB) election involving stagehands working for the labor contractor Crew One in the Summer of 2014. The company refused to bargain and the NLRB issued a complaint based on unfair labor practice charges we filed in response to that conduct. Crew One then appealed to a federal appeals court, which ruled against the IA, finding that the workers were independent contractors without collective bargaining rights. Meanwhile, I authorized an aggressive campaign to publicize Live Nation's complicity in Crew One's deficient labor practices. The campaign included press outreach, appeals to Live Nation's board of directors, an online petition drive, and a website compiling our publicity. After intense negotiations, we reached a settlement with Live Nation, which resulted in Atlanta area amphitheaters coming within the jurisdiction of Local 927 in 2016 and 2017. The Lakewood Amphitheater, the Verizon Amphitheater and Chastain Park Amphitheater are now IA facilities.

The Live Nation Atlanta campaign was notable for the coordination of efforts by the Stagecraft Department, Communications Department, Education and Training Department, and Legal Department. This was a key victory in the Alliance's ongoing battle against cut-rate labor contractors who are intent on exploiting stage workers.

The International's Stagecraft Department also realized an historic milestone with its victory at the Oregon Shakespeare Festival in Ashland, Oregon. The Oregon Shakespeare Festival (OSF) is the largest regional theater in the U.S. and has been in existence for over eighty years. Previous efforts by the OSF crew to organize have faltered. Most recently, in 1999 the IA lost a NLRB election by two votes. In 2014, stagehands at the Festival renewed their contacts with the IA and sought representation.

As OSF became aware that its workers were trying to organize, it mounted an aggressive anti-union campaign. After working diligently against OSF's pressure, in April 2015, the IA filed an NLRB petition to represent workers in the lighting, video, projections, sound, stage, wardrobe and wig departments. An election was ordered in June 2015 and the IA triumphed with a substantial majority of votes.

After the NLRB certified the IATSE as bargaining representative of the crew, a committee of bright young technicians came forward to serve as the voice for their coworkers. They developed contract proposals and entered challenging first contract negotiations, which showed OSF management at its worst. The group displayed remarkable solidarity and remained strong and united. Ultimately, a tentative agreement was unanimously ratified by the crew in 2016.

Immediately thereafter, I chartered IATSE Local 154, attended the Local's first meeting, and swore in 50 new talented members of the Alliance. For more than 15 years, the IATSE refused to give up on the OSF crew and followed up on this employer routinely whenever assistance was requested. This dogged

determination paid off with a fair contract and a strong, united, energetic workforce. I commend the Stagecraft Department and the local unions and members of the Alliance who showed support for these courageous workers during their fight.

The International has also recently collaborated with local unions on several successful efforts involving festival shows. The International assisted Local 322 with a rock festival called Carolina Rebellion. This is an annual multi-stage, multi-day festival in North Carolina. In recent years, Local 322 successfully provided certain labor for the festival. More recently, the event has been marketed by its producers as a series of festivals throughout the U.S. known as the "World's Loudest Month." After coordinating with other Locals involved in that series, the IA secured all work on the North Carolina production for Local 322. The IA similarly secured work on the Welcome to Rockville Festival within the jurisdiction of Local 115, Rockfest within the jurisdiction of Local 31, and the Bumbershoot Festival within the jurisdiction of Local 15. Often in these instances, our Locals supplanted the services of cut-rate non-union labor contractors. These events demonstrate the necessity of early intervention to protect the traditional jurisdiction of our Locals.

In addition to ongoing, significant International campaigns, many IA stage Locals have intensified their organizing efforts since the last Convention. Some notable endeavors are discussed below.

Local 8 has an impressive organizing record during the last four years. The Local assessed its jurisdiction and conceived a campaign to reach out to stagehands in every venue where they were unrepresented, regardless of the size of the facility. The Local realized that overall success depends not only on maintaining the highest standards in their existing contracts, but also on improvements achieved for unrepresented workers. In doing so, Local 8 has shown creativity and flexibility in their organizing and contract campaigns.

In quick succession, Local 8 organized Festival Pier, Event Technology, Temple Performing Arts Center, Tower Theater, Theater of the Living Arts, and Media Theater for the Performing Arts. These are community-based arts facilities and music clubs. Venues like this are too often ignored by IA stage Locals. Local 8's organizing and bargaining success produced significant gains for the workers and can serve as a model for all our Locals.

Local 205 now successfully represents the house staff at the Long Center for the Performing Arts in Austin, Texas. This venue is home to Austin Lyric Opera, Ballet Austin, the Austin Symphony, and numerous special events each year. Local 205 had existing agreements covering the non-house personnel. However, the house staff—consisting of the head carpenter, two head electrics, and audiovisual technicians—remained unrepresented. The union unanimously won a NLRB election in 2014 and contract negotiations began shortly thereafter. The negotiations resulted in a fair contract, which was readily ratified by the bargaining unit.

Local 13 in Minneapolis recently concluded negotiations for a 3-year collective bargaining agreement with the Varsity Theater, a music club that was formerly a movie house. After winning an NLRB election in April of 2015, the parties came to an agreement on greatly improved terms and conditions. The economic package in the first contract represents a 50 to 70 percent increase for these workers who have not had raises for five years or more. This was the first step in Local 13's overall campaign to organize nightclubs in the Twin Cities.

Organizing devoted to regional repertory theatres is alive and well in Southern California. The La Jolla Playhouse, founded in 1947, is now an IATSE house. An organizing campaign driven by Local 122 for over a decade has successfully concluded. Between November 2015 and December 2016, the parties bargained a first contract, which covered workers in all backstage classifications traditionally represented by the IATSE. Locals 706, 800, and 905 deserve special recognition in this matter. They worked collectively to allow Local 122 to represent the individuals in their jurisdictions at the Playhouse. With this approach, the crew became a single unit with greater solidarity and strength than they would have within separate units. The contract includes fair economic features (e.g., various premium payments) along with remarkable initial wage increases of 11 to 46 percent. The agreement was easily ratified by the bargaining unit and I have welcomed the employees of the La Jolla Playhouse to the IATSE family.

Locals have reported new organizing to the International and the International has assisted in organizing many employers. In total, dozens of additional employers are now bound to IATSE collective bargaining agreements. The following Locals have reported activities to the International or recieved assistance with these respective employers. Local 8—Event Technology, Festival Pier/Live Nation, Media Theater for the Performing Arts, Temple Performing Arts Center, Tower Theater, Theater of the Living Arts/Live Nation; Local 13—Varsity Theater; Local 15—Rhino Staging & Events Solutions; Local 21— Kelly Percussive Arts, Legacy Lighting, Shore

Production Group, Showbox; Local 53—Springfield Performing Arts Development Corporation; Local 59—Chincilla Theatrical; Local 69—Cornerstone Media Group, Indoff, Inc.; Local 87—John Paul Jones Arena, Richmond Coliseum; Local 101—Packard Music Hall; Local 121—Conference Center of Niagara Falls; Local 122—La Jolla Playhouse; Local 125—Horseshoe Casino; Local 154—Oregon Shakespeare Festival; Local 191—McGrath Amphitheater; Local 200—Centerstage Lighting; Local 205—Long Center for the Performing Arts; Local 329—Endeavor Audio and Lighting Services, Inc.; Locals 631 and 798—Dr. Phillips Center for the Performing Arts; Local 720—Labor Plus, LLC; Local 747—CAPA; Local 757—Michigan Opera Theater; Local 798—Radio City Music Hall Christmas Show; Locals 764 and 798—Rachel Ray Show; Local 868—Strathmore Hall; Local 927—Atlanta Rigging and Staging Services, Lakewood, Chastain Park and Verizon Amphitheaters/Live Nation.

In sum, scores of stagecraft employers were successfully organized. During the last Convention, I reported only seventeen. These numbers confirm that we succeed when the Alliance aggressively organizes to grow our jurisdiction.

Finally, one prominent contract fight involving several IATSE local unions must be noted. In August 2014, the contracts of seven IA Locals were set to expire at New York's famed Metropolitan Opera. IATSE Locals One, 751, 764, 794, 798, USA829, and EE 829 represent Met employees. Contracts for the performers' unions—American Guild of Musical Artists representing opera singers and American Federation of Musicians (AFM) Local 802 representing orchestra musicians—were also expiring on the same date.

It was widely rumored that the Met would go bankrupt without major changes in labor costs and the Met's management threatened the unions with a lockout if they were not willing to sacrifice large wage and benefit concessions. In response, with the International's assistance, the IA Locals developed a coordinated public relations campaign to prove that slashing pay and benefits were not the only solutions to the Met's problems. A campaign slogan, "Save the Met" was developed, which demonstrated that workers and management had a shared interest in protecting the institution. The IA was proactive with media outreach and publicity. Helped by the Communications Department, we established a campaign website and widely promoted news articles about the negotiations and financial conditions of the Met. These steps proved to be necessary and vital during the campaign.

Leading up to the contract expiration date, I and other International representatives attended multiple IA Locals' negotiations in a showing of solidarity. The Met agreed to repeated contract extensions and an independent financial analysis of its finances. The IA Locals meanwhile prepared alternative cost saving strategies that would be supported by the workers. All IA Locals eventually came to agreements, each sharing equivalent sacrifices and gains. I commend the leadership of these IA Locals and the members who work at the Met who stood together in solidarity to oppose the threat of a devastating lockout.

### *Rate Cards*

During the 2013 IA Convention, it was reported that sizable percentages of U.S. and Canadian stage Locals worked under the terms of rate cards rather than collective bargaining agreements. Rate cards are merely agreements outlining wages and conditions without the Local having formal exclusive recognition memorialized in a comprehensive contract. Often rate cards are necessary because the employer is a public entity in a state that prohibits collective bargaining on the part of public employers. In other instances, it is because the employer lacks the administrative capacity to provide payroll services. Most often it is simply an artifact of how the Local traditionally operated. In any case, rate cards cannot provide the job security that IATSE members need.

Since 2013, it has therefore been a priority of the Stagecraft Department to assist local unions in replacing rate cards with binding collective bargaining agreements. To date, the International has been successful in several cases by first obtaining formal union recognition voluntarily from the employer. However, where employers are uncooperative, several factors will require attention. Most importantly is the question of how payroll is being handled. Each situation will be different depending on the employer, the local union, the geographic conditions, the presence of labor contractors, and other factors. We encourage any Locals utilizing rate cards to contact the International so the Stagecraft Department may discuss the best ways to address their problem.

One notable recent example of the International's assistance under these circumstances involved Local 87. The Local's members were employed by SMG at the Altria Theater under the terms of a rate card. SMG also managed the John Paul Jones Arena and Richmond Coliseum within the Local's jurisdiction but utilized a non-union labor contractor in those venues. As expiration of the Local's rate card approached, IA Stagecraft representatives assisted Local 87 with its proposal to combine all three venues under a new

collective bargaining agreement. Under the resulting contract, the workers of Local 87 achieved substantial increases and annuity retirement benefits for the first time. Local 87 and neighboring Local 285 have continued to work cooperatively in staffing these venues.

In total, the following local unions have successfully transitioned their relationship with the corresponding venues from rate cards to collective bargaining agreements: Local 26—Meijer Gardens Summer Concert Series; Local 48—Canton Civic Center; Local 51—Stagelight, Inc.; Local 53—Springfield Performing Arts Center; Local 87—Richmond Center Stage; Local 112—Chesapeake Arena Oklahoma Thunder; Local 220—Sioux Falls Arena; Local 769—United Center; Local 784—Stockton Arena; Local 784—Bob Hope Theater; Local 859—Fox Theater; Local 918—Alaska Center for the Performing Arts; Local 919—Lebanon Opera House.

Four years ago, the Stagecraft Department identified the threat inherent in using rate cards as a shortcut around collective bargaining. Stage and wardrobe Locals across North America have now successfully transitioned from rate cards to contracts and, in so doing, provided their members with an added level of job security that they and their families deserve. These examples demonstrate what can be accomplished with coordinated efforts to achieve comprehensive collective bargaining relationships.

### *Wardrobe*

The Stagecraft Department was formally assigned to assist eleven out of the IATSE's thirty-six theatrical wardrobe Locals with their affairs in bargaining and organizing since the last Convention: Local 747, Columbus, OH; Local 768, Los Angeles; Local 784, San Francisco; Local 787, Pittsburgh; Local 799, Philadelphia; Local 803, Dallas-Fort Worth; Local 810, Kansas City; Local 830, Rhode Island; Local 859, Atlanta; Local 896, Houston; and Local 904, Tulsa. Additionally, IA representatives routinely respond to officers of the wardrobe Locals on a wide range of ad hoc issues. It should also be noted that a new "white card" system has been implemented to inform wardrobe Locals about the precise needs of specific tours. This should better equip our wardrobe members to service touring attractions.

We remain committed to our brothers and sisters in theatrical wardrobe Locals and I encourage them to seek assistance from the International when the need arises. Much work remains to be done on issues confronting wardrobe workers (pay equity, safety, and fringe benefits to name a few). The most reliable way to address these is through collaboration with the International. The following examples highlight accomplishments wardrobe locals have made with the Stagecraft Department's assistance.

Local 859 in Atlanta has exclusively referred workers to the historic Fox Theatre for many years under a rate card. The Local collected authorization cards from its members who worked under the rate card and the theatre agreed to card check recognition. After negotiation with the Local, a contract was executed that includes standard provisions such as regular wage increases, grievance and arbitration language, and contributions to the IATSE National Annuity Fund.

Similarly, Local 769 in Chicago had a long history of supplying wardrobe workers to the United Center under a rate card. Rate cards cannot form the basis of employer contributions to health and retirement funds. Therefore, the benefit fund office refused to accept contributions from the United Center and Local 769 members risked losing their benefits. The Local collected authorization cards from its members employed by the United Center. A contract was executed and the membership's benefits were secured. All Locals who are faced with similar situations should proceed similarly and contact the International if assistance is needed.

### *Make-up Artists and Hair Stylists*

For almost a decade, the technical crew members working on the Rachael Ray Show in New York have been covered by an IATSE contract. The third consecutive successor agreement was recently renegotiated. The wardrobe, make-up and hair departments remained unrepresented. Shortly after that contract took effect, the wardrobe and make-up and hair workers expressed interest in organizing. The employer agreed to voluntary card check recognition and an agreement for those workers is now in place, which will provide health and retirement benefits consistent with the technical crew's.

Local 747 in Columbus, Ohio successfully organized make-up artists and hair stylists at the Columbus Association for the Performing Arts (CAPA). While the stagehands and wardrobe workers have long been represented at CAPA, the make-up artists and hair stylist have not. After collecting cards, CAPA agreed to a card check and a contract was quickly negotiated and executed. This was a long overdue organizing drive involving workers engaged in one of the IA's core crafts.

### *Treasurers and Ticket Sellers*

With assistance from the Stagecraft Department, Local 757 in Detroit filed a representation petition seeking to represent the ticketing staff at the Michigan Opera Theater. In response to the organizing efforts, Michigan Opera Theater hired a union busting firm and mounted an anti-union campaign. Nonetheless, the Local prevailed in an NLRB election with the unit unanimously voting in favor of the union. This small unit of five employees will now stand united with the IATSE stage and wardrobe workers in the same building.

The Strathmore is a cultural institution located in North Bethesda, Maryland that hosts hundreds of performances per year. Local 868 recently battled to organize the venue's box office workers. After winning its NLRB election, the Local held fast to its bargaining demands and enlisted the support and assistance of its allies, including the International Union and sister Locals of the Alliance. Local 868 obtained a contract with jurisdictional gains, job protections, health benefits, retirement benefits, vacation and sick leave benefits. These campaigns both offer exceptional examples of dedication and persistence.

### *Labor Contractors*

Multinational concert venue operators in the U.S. and Canada continue to operate non-union, either hired directly or, more likely, through a labor contractor. The IATSE represents workers in many prominent amphitheaters under our International contracts (described elsewhere in this report) and local union contracts. However, many remaining venues form the economic foundation of labor contractor businesses. The consequences of this trend for our local unions are indisputable and dire. The presence of non-union labor contractors in any market has the potential to cause a race to the bottom by depressing wages, undercutting benefits and weakening conditions for both union and non-union workers.

The Alliance has seen progress in combating this problem. The NLRB has recently issued a ruling that will make it easier to organize workers who are employed jointly by a labor contractor and venue operator. Recognizing the importance of this issue, the IATSE assumed an active role in organized labor's push for the NLRB to issue this ruling. Officers and members of local unions who may be confronting these circumstances are encouraged to contact the Stagecraft Department for assistance.

In addition, the Alliance has made headway toward organizing the workers of labor contractors in some markets. Local 15 achieved an NLRB election victory among riggers employed by a contractor in the Pacific Northwest. Similarly, the support of workers engaged by a contractor in Atlanta validates the IA's belief that these workers will support the IA when the IA actively seeks their support.

The IA's successful efforts to dislodge labor contractors from our traditional jurisdiction must continue. Building on these successes will require sustained outreach to unrepresented workforces while also seeking support from our political and community allies to obtain contracts.

I commend the IATSE's stage Locals who have recognized the importance of new organizing. Successful organizing efforts are the direct effect of the growing desire of local unions to engage in these efforts. So long as that support exists, the International Alliance stands ready to allocate necessary resources to guarantee our success.

I also wish to emphasize that the last four years demonstrate the Stagecraft Department's proficiency in particularly addressing the challenges of IATSE Locals with the least resources. Our statistics show that 54 percent of the Locals receiving formal assistance with the assignment of International staff were among some of the smallest Locals of the Alliance. The International will continue to deploy its resources to stage Locals requiring assistance because we are only as strong as we are united.

## TRADESHOW AND DISPLAY WORK DEPARTMENT

The tradeshow and exhibition industries have shown respectable growth in the past several years and are projected to continue growing through 2017 and beyond. Over twenty-five years, the square footage available in convention centers across the U.S. nearly doubled, from 47.3 million to 93.5 million feet. North America now has 52 percent of the world's convention space. The most prominent U.S. facilities offer an estimated 57 million square feet of prime exhibit space while Canada's twenty-five major venues boast nearly 7 million square feet. Some of the largest U.S. convention centers are staffed by well-trained IATSE workforces. The strong economic standing of the industry coupled with growth in exhibit space across North America provides abundant work opportunities for IATSE members. Exhibition employers have been more willing to partner with Locals to provide training and fair compensation. These welcome trends should continue. In addition, since the last Convention, the Alliance has sustained and built upon several national

contracts, which ensure secure, safe and productive work environments for IATSE workers. The IATSE's contracts have preserved and improved upon existing relationships and partnerships with several employers.

Our relationship with Freeman Audio Visual (Freeman AV) has continued to develop into one of the best working relationships in this segment of the industry. The IATSE's national agreement has been in place for over five years and Freeman AV has been a prominent partner of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF). It has provided equipment for audiovisual training programs throughout the U.S. IATSE representatives have also been certified by Freeman AV to present customer service training as part of the TTF programs. Once these trainings are offered, International representatives continue to respond to local training needs where necessary. In conjunction with these training programs, IA workers are capturing more jobs that have previously been performed by unrepresented workers.

The Freeman AV national agreement was most recently renewed in 2015 for a three-year term. The current contract provides wage increases in each year of the agreement and increasing contributions to the TTF. This will be important as the IA continues to assist local unions with their training goals. Training will continue to be integral to the success of our members and Locals in audiovisual and display work as we grow our existing connections to these industries.

The IATSE's national agreement with Freeman AV has grown from initially covering only three local unions to now include thirty-one local unions. International Tradeshow Department representatives have routinely traveled the country to facilitate meetings between local business agents and the respective local Freeman AV representatives. IA local unions have been supportive of these efforts and enthusiastic about new potential employment opportunities. The International's representatives remain available to present all our available resources and assistance to the locals that need it. This paves the way for the International to determine the training needs and capabilities of our local unions.

During the past four years, we have also made headway toward growing the IA's presence in Canada's Freeman AV markets. In 2014, IATSE Local 105 filed a certification application at the Ontario Labour Relations Board for all employees working at the Canadian Division of Freeman AV in London, Ontario. Employees voted unanimously in favour of the Union. The Labour Board certified Local 105 as the bargaining agent for all employees of Freeman in London except for technical services coordinators, clericals and sales staff.

The International assisted the Local during protracted bargaining for a first contract, which included a unanimous strike vote. It took almost 16 months but the Local was able to negotiate a fair agreement with annual wage increases. The Tradeshow Department has also been in touch with our local unions in the Western Canadian cities of Vancouver, Edmonton, Calgary and Winnipeg to explore the option of a future audiovisual contract to cover the company's employees in all regions of Canada.

The International also continues to cultivate and advance its existing relationship with PSAV Presentation Services in the U.S. and Canada. In March 2014, I signed a universal contract with PSAV covering audiovisual work and rigging work in covered operations across various locales. Since the contract first took effect, the IATSE's jurisdiction over PSAV's work has expanded to upwards of thirteen local unions across both countries.

The success of members under this contract is again tied to training. Audiovisual training programs being offered to the IA's Locals are integral to PSAV like other employers in this industry. To ensure that all Locals successfully adapt to the terms of the PSAV contract, the Tradeshow Department developed a contract implementation plan. IA tradeshow representatives were assigned to cities under the coverage of the agreement where they assist Locals in identifying immediate and long-term training needs, assess the skills of Local members to satisfy the classifications needed by the employer, and act as links between local unions and PSAV managers. The International has provided Locals with tools to identify qualified members in accordance with the skill sets outlined in the contract. In doing so, the IA may readily pair Locals with needed training resources.

During contract negotiations, local work jurisdiction, wage, and benefit packages have been tailored to the specific regional needs of PSAV and the respective IA local union locations. Local unions will continue to realize the benefits of the PSAV agreement through their commitment and solidarity.

Vancouver was the first Canadian city to fall within the coverage of the International's PSAV agreement. PSAV has a large presence in the event services industry in British Columbia. It serves approximately seventeen locations in Vancouver, three in Whistler, and one in Victoria. In 2015, numerous employees from PSAV contacted Vancouver's Local 118 seeking IATSE representation. After preliminary meetings, an organizing drive was quickly underway. Despite PSAV's anti-union campaign, work within the jurisdiction of

Local 118 now falls under the International's PSAV contract. To facilitate coverage of Vancouver and the jurisdictions of other Canadian local unions, the IA created a Canadian addendum that is reflective of common working conditions across Canada. The IA's success in implementing the national agreement in Vancouver will pave the way for implementation of the contract in other Canadian cities.

Overall, under this historic International contract, the IATSE takes pride in supporting PSAV's business and giving members the quality IATSE representation they expect. This represents a milestone in the IA's overall effort to bring union representation to employees working in this segment of the entertainment industry. The IA will continually build this important relationship and develop a well-trained audiovisual workforce in the U. S. and Canada.

Within the past four years, veteran display companies Event Technologies and Encore Productions came together to form Encore Event Technologies. Encore Event Technologies is now an in-house leader for audiovisual services in hotels, conference centers and resorts throughout North America. This new division currently serves over 100 properties in North America, including some of the most well-known hotels and hotel-casinos in cities where the IATSE has a presence. Encore's production division continues to provide the same services as it has in the past, but now also acts as the production company for Encore Event Technologies. This transition had certain consequences regarding the company's IATSE-affiliated operations, particularly those involving Local 720 in Las Vegas. The IA and its Locals remain committed to safeguarding the interests of its members and securing the work and requisite training programs that will address the needs of Encore.

Recently, Global Experience Specialists (GES) has also expanded into the burgeoning exhibition audiovisual market. GES is a large multinational corporation with significant assets and it is expected to eventually grow to have a large share of the exhibition audiovisual market. Shortly after its operations were underway, the IATSE agreed to terms covering several prominent shows in the U.S. The International has maintained its contacts with company officials and is expected to negotiate a contract that would cover continuing operations in IA jurisdictions across the U.S. and Canada (much like the PSAV and Freeman AV agreements). This company has pledged its full cooperation with IATSE AV training in our Locals wherever practical. This represents another positive step in the IA's efforts to represent the workers in this industry and to ensure that audiovisual workers have good paying jobs with good benefits under IATSE contracts. As the IA's market share grows, these workers will be able to pursue commendable careers and bring excellence to employer operations in this sector.

During the past four years, the IA has also renegotiated national contracts with exhibition companies EWI Worldwide, Inc., Seattle-based Minotaur Mazes, Inc. and Texas-based Show Services LLC. In the most recent Show Services contract renewal, the IA successfully united eight separate Local agreements with this exhibitor appointed contractor under a solitary national contract. Among other features, these IATSE contracts include annual wage and benefit increases along with Training Trust Fund contributions, which will assist the Alliance in identifying our members' training needs and building upon their skills.

In addition to the efforts described above, the IA's prominence in the audiovisual realm within Canada has also grown in other ways. Members of IATSE Locals have performed AV functions at various conventions across Canada including prominent labour conventions (e.g., the Ontario Federation of Labour Convention, Quebec Federation of Labour Convention, British Columbia Federation of Labour Convention). The Canadian Locals also continue to perform audiovisual work with the numerous companies on a case-by-case basis and steady efforts have been made to solidify these relationships contractually.

International representatives have also been active in coordinating the IATSE's Canadian AV initiatives. Like our work in the U.S., the goals of this undertaking are to provide customer service training, raise awareness about the International's AV term agreements, identify the need for training and work opportunities including funding sources, assess local AV industries (e.g., the size of various markets and presence of international companies), and assess local membership skill sets.

The International will continue to secure collective agreements in Canada where we do this work though rate cards. Before we grow further, we also need to determine the skill level of our members and to train where we need training. The Tradeshow Department has prioritized these steps as a means of actively and strategically expanding throughout Canada.

In addition to the systematic implementation of national IATSE audiovisual and exhibition contracts, the Tradeshow Department routinely assists IATSE local unions with many challenging functions. Since the 67th Quadrennial Convention in 2013, the following

local unions have requested and received assistance from the International's Tradeshow Department. The Department has assisted with significant grievances, organizing matters, and contract negotiations (including increasingly complex fringe benefit issues, and eliminating rate sheets in favor of complete collective bargaining agreements)—Local 7, Denver; Local 11, Boston; Local 12, Columbus, OH; Local 13, Minneapolis-Saint Paul; Local 31, Kansas City; Local 39, New Orleans; Local 46, Nashville; Local 48, Akron, OH; Local 50, Sacramento; Local 67, Des Moines; Local 69, Memphis; Local 78, Birmingham; Local 197, Knoxville; Local 205, Austin; Local 320, Savannah; Local 322, Charlotte; Local 336, Phoenix; Local 363, Reno; Local 415, Tucson; Local 423, Albuquerque; Local 500, South Florida; Local 504, Anaheim; Local 665, Hawaii; Local 690, Iowa City; Local 720, Las Vegas; Local 834, Atlanta; Local 835, Orlando; and Local 838, Salt Lake City.

Particularly notable among these was the Department's assistance to Local 39 in New Orleans. Since the last Convention, Local 39 has been confronted with a series of contract negotiations requiring assistance, including contentious bargaining with Freeman Freight. The company's local management had created a culture based on fear and intimidation. But the Local's members remained united and showed remarkable patience and solidarity. Other IATSE Locals in Chicago, Denver, Washington, D.C., Dallas, and Anaheim publicized our efforts to reach a fair contract for Local 39. As a direct effect of those efforts, the company entered into a beneficial contract. The culture of fear and intimidation is slowly shifting into one of mutual respect and decency. The Local has since successfully concluded successor negotiations with its other exhibition employers under area standard term agreements.

The International's representatives have assisted Locals with obtaining work that had otherwise been completed with nonunion labor. With these efforts, the IA has signed companies to term agreements with local unions, secured fair conditions, and obtained positive wage growth for IA members. Through its solidarity with local unions, we have successfully resolved dozens of grievances, negotiated valuable contracts, and secured jurisdiction over additional work for members of the Alliance. The Tradeshow Department's continued focus on training has provided our signatory employers huge competitive advantages over other employers in the IA's jurisdictions. Often, the International's staff has also been impressed with the eagerness and commitment shown by our Locals when identifying training needs and building on the skills of their members. By assisting a broad range of local unions—from large to small, in the U.S. and Canada—the Alliance has made significant progress toward standardizing rates and conditions among all employers and provided significant economic improvements to our members wherever they may work. Local unions have achieved parity with their counterparts in other markets and contracts with renewed terms have been widely ratified by IATSE members. These efforts have raised the profile of IATSE members and Locals on the tradeshow floors throughout North America.

Over the past several years, the Tradeshow Department has also enhanced its profile by participating in prominent industry associations and organizations. Frequently these organizations sponsor an annual meetings or conferences at which our representatives and staff publicize the Alliance.

These have included Canadian Institute for Theatre Technology (CITT), Exhibition Suppliers and Contractors Association (ESCA), Exhibitor Live, Experiential Designers and Producers Association (EDPA), InfoComm, International Association of Exhibitions and Events' (IAEE) Expo Expo, Live Design International (LDI), Professional Lighting and Sound Association (PLASA), Special Interest Groups on Computer Graphics and Interactive Techniques (SIGGRAPH), and United States Institute for Theatre Technology (USITT).

The Alliance's participation provides the opportunity to network with thousands of industry professionals and some of our large tradeshow employer representatives. At these events, the Tradeshow Department maintains information booths, hosts information sessions, participates in panel discussions, and reaches out to address topics related to union representation. Notably, the IATSE holds a seat on the Board of Directors of ESCA, on the ESCA labor-management council, and ESCA education committee. The IATSE's presence and participation in these associations and their conferences is welcomed and the Department's representatives are recognized as key participants in the future of the industry. It is important for the Alliance's future to ensure that we are the face of exhibition employees around North America. Interest in our crafts grow as others consistently recognize our contributions.

## CANADIAN AFFAIRS DEPARTMENT

The IATSE has seen considerable growth in Canada since the last Quadrennial Convention. Membership has grown by 24 percent in the last four years and is approaching 21,000. While some of this growth is attributable to the increase in motion picture and television developments in the production centres of

Vancouver and Toronto, the IA is experiencing growth in every region and in every craft we represent. Our increasing strength is not just reflected in numbers. We see it every day as the IA is increasingly known as a leader in the industries where our members work, and we see it in better collective agreements and improved health and retirement benefits.

The staff of the International has also changed to reflect this growth. We have representation throughout the country, along with a bilingual representative based in Montreal to better serve our local unions and diverse membership. We have been preparing for the transition of some of our older staff as we ready ourselves for future growth. The last four years have also seen greater interaction between the representatives assigned to the Canadian Department and the representatives and officers working in the other departments of the International. All this growth has not come easy nor by chance. Arising from the incredible display of solidarity and unity of purpose at our last Quadrennial Convention, the Canadian members of the IATSE heeded our request to attain further strength and growth for our Union, our Locals, and our members.

Two areas of particular significance and impact we witnessed in Canada were organizing and activism. There were fifty-three separate organizing campaigns undertaken by Canadian stage Locals in the last four years. This level of organizing activity is unprecedented. It is also a testament to the fact that the IATSE has something to offer unrepresented men and women working in our industries. It further reflects a willingness on the part of our members to offer those men and women an opportunity to improve their lives within the IATSE family.

Perhaps no better examples of stage Locals creating the necessary internal structures to organize are Local 56 in Montreal and Local 58 in Toronto. Both Locals have been steadily reaching out to the unrepresented young workforces in their respective cities. They have been successful in organizing a number of venues. Local 56 launched five organizing campaigns. Local 58 was successful in six of the eight campaigns it commenced, with one matter currently pending before the Labour Board. Other Locals that were particularly active include Local 63 in Winnipeg, Local 210 in Edmonton, and Local 262 in Montreal. Even Local 709, our newest Canadian Local, which was chartered in April of 2013, got active in organizing within its region. Although it is primarily a motion picture technicians Local, it was successful in organizing Production Rigging Inc., which services Mile One arena in St. John's, Newfoundland and Labrador, as well as several other stage venues throughout the province.

Our ability to penetrate new markets has enabled IA Locals to negotiate stronger contracts and allowed IATSE members to secure work in major venues with employers that have historically been unfriendly to unions. Local 210 used its dominant position in the city of Edmonton to negotiate a first contract for the 20,700-seat Rogers Place, which is home to the Edmonton Oilers. In Quebec City, Local 523 was similarly situated and it secured bargaining rights for the 20,400-seat Videotron Arena, which is managed by AEG but owned in part by Quebecor, a notoriously anti-union media corporation.

Some Canadian organizing opportunities were strictly grassroots efforts, spontaneously initiated by workers approaching the Alliance to secure their economic futures. Other campaigns were strategically planned over many years. For example, Local 461 in St. Catharines, Ontario, became aware of a new entertainment complex being developed by the city in conjunction with Brock University. The Local worked with the International and certified Brock University, where it had several members working. It then successfully utilized that contract to claim successor bargaining rights for the state-of-the-art FirstOntario Performing Arts Centre when it opened in 2015. The Local was eventually successful in securing a collective agreement, the result of strategic planning that had taken place five years earlier.

Under my direction, the Canadian Pink Contracts were completely restructured as term collective agreements rather than the arcane individual employment contracts of years past. Unlike the U.S. Pinks, the Canadian Agreements were negotiated individually with each of the fifteen touring producers because there is no Canadian employer association that could bargain on behalf of all producers. The International negotiated each of the contracts in consultation with the affected Locals. The first cycle of agreements expired in December of 2012 and the second in 2015. We have just completed the third cycle of negotiations. The agreements have included some innovative features. I am pleased to note all Pink Contracts in Canada now include an entitlement to paid leaves of absence for victims of domestic violence. I am equally pleased to note that IATSE local unions have also negotiated similar provisions in their stagecraft agreements. The Canadian Department has instituted an outreach program to ensure that every Canadian touring production is visited by an IATSE International Representative. That initiative will continue in the future.

Tradeshow and audiovisual (AV) work is another

area in which stage Locals in Canada have seen an upswing in work opportunities for IATSE members. In many instances, however, that work is not being performed under a collective bargaining agreement and is therefore vulnerable. Canadian officers and staff have taken a hard look at U.S. examples where the International has been able to secure national agreements for this work. In some instances, such as with PSAV, we have been successful in expanding the IATSE's term agreement to Vancouver. We look forward to continuing our efforts to expand national AV agreements to Canada and to otherwise secure collective agreements. This is the most reliable way to ensure that work for our members in this expanding industry is secured.

The volume of motion picture and television production has reached historic levels in many regions in Canada. Here our organizing efforts have focused on three areas: low budget productions, new production centres, and technology developments. All regions in Canada have seen an increase in all levels of production and like the U.S., the most challenging has been IATSE contracts covering lower budget productions. Our ability to organize is largely a result of our members' resolve to insist on working under the protections of a collective bargaining agreement.

Our members across Canada have become progressively more mindful of this issue. Notably, Local 669 made a concerted effort in 2016 to educate its members on the need to take on the expanding low budget industry in British Columbia. The Local created a low budget agreement and developed innovative ways to deter its members from accepting cut-rate work on non-union productions. Local 669's efforts were incredibly successful. Today Local 669 has secured contracts covering over seventy low budget productions. Moreover, it has initiated a new generation of camera personnel into membership

Technological changes continue to impact the industry. We have been diligent in adapting to changing production realities and organizing new groups of employees in Canada as a result of these changes. Local 891 in British Columbia, Local 212 in Southern Alberta, and Local 667 in Montreal, have all had some success in organizing on-set visual effects. We have also successfully organized drone camera crews working on IATSE sets in both Eastern and Western Canada.

No discussion of organizing would be complete without noting our efforts in Northern Ontario and Quebec. The International has worked diligently with Local 634 to address the burgeoning motion picture industry rising in Northern Ontario. The Local saw the need to be viewed as part of the motion picture community. Primarily a small stage Local since its inception, Local 634 has grown to over 200 members. It now services most motion picture and television productions in this large geographic area. Starting from scratch, the Local and International identified the need for local decision-making, a focus on training, and the introduction of health and retirement benefits as keys to success.

Four years ago, I reported on the organizing efforts of the IA in the province of Quebec, which initiated the introduction of Bill 32—legal IATSE recognition and exclusive jurisdiction over certain portions of production. The passage of Bill 32 was the culmination of over five years of intense organizing and overcoming many legal and cultural obstacles. The presence of the IA has solidified and we have close to 1,800 members in the motion picture and television industry in the province. In 2013, the IATSE was raided by a rival labour organization. Locals 514 and 667 worked together to fight back these attempts so that labour stability could continue in the Quebec market. After nearly a year in litigation, the raiding applications were withdrawn and the jurisdiction of the IATSE remains unchanged.

It has become increasingly clear that small local unions often lack the capacity and resources to engage in large organizing efforts without the support of the International. Under my direction, the IATSE has offered strategic assistance from International Representatives and financial assistance by the International Defense Fund. The International is committed to providing this support for any Local in Canada seeking to grow its ranks through new organizing.

One example of the International's assistance involved Local 849's efforts to organize Egg Films, the largest producer of commercials in Atlantic Canada. Although the employer had typically hired union members in the past, the union was primarily interested in securing health and retirements benefits for those employees. The employer responded by fighting the Local's formal recognition process at every opportunity. Egg went so far as to falsely portray the IATSE's actions to the media as illegal and corrupt. Local 849 won every legal challenge at the Labour Board and at every level of the courts, including the Supreme Court of Canada. The Local secured a first collective agreement through first contract arbitration legislation, which had been recently introduced by the provincial government.

When the first agreement expired, Egg refused to bargain in good faith and illegally locked out the members of Local 849. The Local was successful in having

the actions of Egg ruled to be unlawful and damages were awarded. Eventually a successor agreement was reached, but Egg made a decision to cease operating. The IATSE was vindicated at every level of the judicial system but this outcome was unfortunate for those who worked for Egg Films. Ultimately, however, the IA created an important legal framework for future organizing in the commercial industry. If we do not carry on this challenge throughout Canada, then the resources spent on this fight will be wasted. The International will do whatever it can to ensure that is not the case.

The most dramatic change in our culture since the last Convention has been the tremendous strides in Canadian IATSE activism. Our Locals and our members in Canada have truly made important progress in reaching out to the communities in which they live and work. In addition to individual Local initiatives, this marks the third year that the IATSE has been a national participant in the Food Banks Canada "Every Plate Full Challenge." Locals across the country competed against one another to raise food and funds, resulting in over 600,000 meals for hungry Canadians. Members have also participated in coat drives, art fundraisers, and other food drives. They have pounded the pavement to Fight for 15, to raise money for the homeless, and to compel government to rescind tax cuts related to film credits. Our Canadian brothers and sisters have walked in solidarity with striking healthcare workers, factory workers, and postal workers. They have rallied for equal pay and equal rights for women, people of colour, aboriginal people, and those in the LGBTQ+ community. I am also pleased that several Canadian Locals have established their own young worker and women's committees. When a need arises, more and more, IATSE members are there to answer the call.

As reported elsewhere to this Convention, the political activism of our Canadian members has also increased remarkably. While political engagement is an important aspect of community involvement, it is by no means the only measure. I already discussed some of the ways that IATSE members have elevated their activism within their communities. In the last four years, representatives of the International have attended over 200 events, rallies, and picket lines in support of the Alliance and our allies in the labour movement.

In addition to partnering with Food Banks Canada, the IA strongly supports the AFC (formerly the Actors' Fund of Canada), PAL Canada (Performing Arts Lodges – retirement homes and communities across the country for those who worked in the entertainment industries), and the Congress of Union Retirees of Canada, among other organizations. One interesting initiative the IA took part in this year was our support for a film adaptation of *Strike! The Musical*, which tells the story of the Winnipeg general strike of 1919, a turning point in this history of Canadian workers. Local 63 played a large role in the theatrical production and Local 856 is shooting the film adaptation. Funding was needed for distribution of the film to Canadian high school students to coincide with the 100th anniversary of the strike in 2019. The International and Canadian IA Locals raised $100,000 to help support distribution of this important labour story.

There is one initiative, which I am truly honoured to report upon. In 2014, Gary Mitchell, who was the President of Local 849, suffered a heart attack on his way back from a General Executive Board Meeting in Seattle. He was not breathing and his heart had stopped. Wayne Goodchild, President of Local 873 was also travelling home. He noticed a small crowd in the Toronto airport, realized it was Gary and saved Gary's life by using an automated external defibrillator (AED). Sadly, Gary passed away early the following year, but in his honour, the International spearheaded a national AED awareness campaign. Several Locals worked with the IA on this initiative. I am proud to say that over 100 AEDs have been installed in Canadian workplaces for the welfare of IATSE members and anyone in those venues who may be in need.

There is no shortage of examples of IATSE members, Locals and the International supporting progressive groups. I see this as a fundamental role for the IATSE. We must continue as it enables us to make connections to the communities in which our members work and live. Meanwhile, I challenge our Canadian members to continue the spirit of organizing and engagement they have developed. Our future strength depends on it.

## MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

The Motion Picture and Television Production Department of the IATSE has grown remarkably within the past four years. The Department has continued and often enhanced its focus on new organizing. Organizing has helped to eliminate the non-union workforce on all but the smallest of productions. Work opportunities for our members increase as more content is produced under IATSE contracts. The Department has raised the bar on health and safety issues by prioritizing healthy rest periods, deterring long work days, and promoting safe work places. These issues, as well as the security of our pension and health plans, will continue to be a

top priority as we negotiate future IATSE contracts.

The Department is led by Vice President and Department Director Michael Miller with Assistant Department Directors Daniel Mahoney in New York and Vanessa Holtgrewe in the West Coast Office. The Department is staffed by International Representatives across the U.S. and Canada with support staff located in Los Angeles and New York.

The IATSE's policy of requiring that television and motion picture companies sign industry-standard term agreements continues to help protect our members from unstable employers. To carefully assess their stability, the IA typically executes contracts with new companies on a production-by-production basis only. Once these entities establish a successful track record of producing IATSE, they are offered term agreements. The term agreements consist of the contracts negotiated with major studios, commercial producers, and other employers. This provides all established term signatories with a level playing field.

Productions made for online distribution remain an important area of growth across North America. Millions of consumers now receive content through various digital multimedia devices. In 2016, online streaming company Netflix announced that it would spend six billion dollars on originally produced content and acquisitions in that year alone. Consequently, the Alliance has negotiated agreements for new media projects to align them with the wages, terms and working conditions that members enjoy under similar television or feature contracts.

In addition, networks and studios continue to produce online content for subscription video on demand (SVOD) channels. With the networks creating more online products, the SVOD tiers found in the New Media Sideletters appended to the 2015 Basic Agreement and 2015 Area Standards Agreement could not have come at a more opportune time. The terms of those agreements included hard-fought gains during negotiations and they have provided many improvements for the members working on these productions. The new sideletters allow high-budget SVOD content to be produced in a manner consistent with their television and feature counterparts.

Since our last Convention, new media projects produced under IATSE contracts have more than doubled. New contracts over the past four years have covered a vast array of programming. Traditional one-half hour and one-hour formulas are expanding to include productions that vary in length. Branded short form storytelling is amassing more audiences. Some new content is made to be viewed only on specific multimedia devices (such as a specific brand of smartphone). Considering these shifting trends, the IA carefully analyzes several factors (e.g., number of production days, method and style of production, budget per minute and episode) to maintain industry standard terms for those projects. In 2016, over 450 scripted original programs created a new peak in American television production. Moreover, people are watching more media because digital devices provide more opportunities for viewing. Millions of SVOD subscribers can now binge entire television seasons after their release. Prominent industry sources reported in 2016 that, compared with the previous year, U.S. adults were spending one extra hour each day consuming media.

The categories of SVOD content are also multiplying. At first, most television series for large SVOD providers (Netflix, Hulu, and Amazon Prime) were high-budget episodic shows such as *House of Cards* and *Jessica Jones*. Recently, these channels have been diversifying. Their offerings now include reality competition shows like *Ultimate Beastmaster*, and multi-camera sitcoms like *The Ranch*. Both these programs are on Netflix and are produced under IATSE agreements. Netflix recently announced that in 2017 its original programming lineup will grow to 1,000 hours, which will be a substantial increase over 2016 output. This surge in streaming content has had other industry effects. Television networks hesitate from canceling shows to avoid losing them to online competitors. In other cases, they partner with a basic cable or SVOD channel to continue production of a show (as seen with episodic programs like *The Mindy Project* and *Nashville*).

Distinctions between traditional television channels and the internet are also shifting in other ways. For example, CBS has recently announced that it will broadcast the pilot of the new *Star Trek: Discovery* series on television while subsequent first-run episodes will be available online (at cbsallaccess.com, which is a proprietary CBS SVOD channel). This marks one of the first instances where viewers are directed to a network's online portal for an exclusive series. Under these circumstances, employment in motion picture and television production naturally continues to grow. This translates to more work for IATSE members. Since the last Convention the Alliance has seen year-over-year increases in total hours. Corresponding contributions to the IATSE National Benefit Funds and Motion Picture Industry Pension and Health Plans (MPIPHP) have fortified the benefits that IA members enjoy and maintained our economic standards.

We have built Union power with organizing victories in unscripted television. The tide has turned in this segment of entertainment. The IATSE has organized several prominent, long-running unscripted programs including *RuPaul's Drag Race* in season seven, *Celebrity Apprentice* after eight seasons, and *Big Brother* after almost ten years of production. Since the last Convention more than 120 new unscripted productions were produced under IATSE contracts. Among these were *Shahs of Sunset* and *Broken Skull Ranch Challenge*, both of which were produced under IA agreements after several weeks of strikes. Others such as *Strong*, *American Grit*, and *Hellevator* were covered by IATSE contracts before strikes were carried out. Cable network shows are also being organized at a rapid pace. In 2017, three Food Network shows were organized back-to-back, a remarkable accomplishment with a channel that historically tended to air non-union productions. Meanwhile we have pushed into non-scripted basic cable programming on networks like MTV, VH1, SPIKE, BET, LOGO and CMT. Coverage for these projects has been negotiated under IATSE contracts with companies like Cranetown and FRB Productions. As the IATSE secures more basic cable and unscripted television, it stabilizes these segments of the industry and introduces more employment opportunities for IATSE members.

The Motion Picture and Television Department has negotiated all major IATSE motion picture agreements since the last Convention. In April of 2015, negotiations commenced for the Producer-IATSE Basic Agreement, the Videotape Supplemental Basic Agreement, and the Digital Supplemental Basic Agreement. Preparations for these important bargaining sessions began years earlier—shortly after the conclusion of the last round of negotiations. I engaged the services of outside actuaries, health care experts, and pension professionals to assist with the groundwork of evaluating the IATSE's affiliated employee benefit funds.

Thankfully, the Alliance did not have to overcome massive health plan deficits during this cycle of negotiations. However, there were many important issues to be resolved. The IA sought to break the existing pattern of two percent wage increases, protect the Union's health and retiree benefits, improve conditions on productions for new media, secure meaningful pension increases, and improve on our members' quality of life issues.

The first week of bargaining for the new IATSE Basic Agreement addressed specific local union issues. Committees from the West Coast Studio Locals bargained on behalf of their respective crafts. Negotiations the following week were slow and frustrating. Proposals offered by the employers attacked the core protections of our existing IATSE motion picture standards. Consequently, the IA's proposals were assertive and the producers fought back. During the ensuing exchange, the IA adhered to its top priorities—fair financial increases and improved working conditions. On April 18, after a marathon bargaining session, negotiations successfully concluded. The contract was distributed to the West Coast Studio Locals for membership ratification. In August 2015, the renewed Basic Agreement was overwhelmingly endorsed by all Locals.

The contract included 3 percent wage increases in each year. Conditions on high-budget new media productions are now aligned with their television and feature counterparts. The pension benefit accrual formula increased for active participants by 10 percent. Plus, every three years going forward, provided there are at least eight months of reserves in the active and retiree health plans, the plans will retroactively provide the 10 percent pension increase for the prior three years. We successfully protected our retirees' health care and pensions (including 13th and 14th annual checks for those who retired prior to August 2009). Existing MPIPHP health benefits were maintained with no increased costs to participants. Prescription drug co-payments remain unchanged. These financial gains will safeguard the economic future for IATSE members and their families.

In addition to the significant economic gains in the Basic Agreement, other improvements were also obtained. A secondary studio zone now provides an additional mileage allowance and courtesy housing. Members will receive advance notice of work in the secondary zone. Employer obligations to fund the Contract Services Administration Trust Fund (CSATF) increased significantly. This will provide safety and skills training to IA members. For the first time in the Basic Agreement, companies meeting certain criteria will put payroll deposits in place to guarantee IATSE wages and benefits.

In summary, the IA made historic advancements in these Basic Agreement negotiations. Employer-paid benefit contributions are estimated at $100 million during the term of the contract (plus more than $43 million every year thereafter). Meanwhile, IA members incurred no cuts in health benefits (for example, no increased costs for dependents, and no increases in the number of hours needed to qualify for eligibility).

This exceptional outcome can be attributed to many elements. Above all, however, the strength, solidarity and leadership of the IATSE (including its bargaining committee, local unions, and members) were key factors in our collective success.

Shortly after the conclusion of Basic Agreement bargaining, the Area Standards Agreement (ASA) was renegotiated. Leaders of the affected IA Locals served on the IATSE's committee along with International officers and staff. Bargaining commenced at the offices of the Alliance of Motion Picture and Television Producers (AMPTP) in late April of 2015. Goals for these negotiations included raising yearly wage increases; increasing employer-paid health contributions; establishing employer-paid contributions to the IATSE Training Trust Fund; securing jurisdiction over certain locations department employees; and clarifying that set teachers work in IATSE covered classifications.

Negotiations lasted four days and the Alliance secured its major priorities. The new ASA includes yearly 3 percent wage increases. Daily benefit contributions increase by five dollars per person in each year of the contract. Employers now contribute for the first time to the Training Trust Fund for each hour worked by every IATSE employee. These significant contributions will provide safety and skills training for the members who work within ASA jurisdictions long into the future. As with the Basic Agreement, the ASA's new media terms now deliver superior conditions for members working on high-budget SVOD productions. This was an important gain for IA members engaged on these projects around the U.S.

Below the high budget tiers there were other improvements. IA members working on new media productions with a budget of less than $25,000 per minute will receive five dollar per day increases in benefit contributions in each year of the Agreement. In addition to these robust economic gains, locations department jurisdictions were defined and set teachers are now in a verified contractual classification. These clarifications will secure the financial outlook for many IATSE members.

Safety concerns were also addressed in the renewed ASA. Extended workday safety guidelines were incorporated into the body of the Agreement. Employers may now provide courtesy housing or a ride home when crew members are too tired to travel. These stipulations coincide with the requirement that employees receive 10 hours of rest after consecutive workdays of 14 hours or more. All call sheets must also list the studio safety officer and studio safety hotline.

These features provide long-term stability for IATSE members within the motion picture industry across the country. The ASA bargaining committee unanimously endorsed the contact and it was ratified by the General Executive Board.

The IATSE's Low Budget Theatrical Agreement (LBA) was negotiated twice in the last four years. This contract imparts beneficial working conditions to a segment of the industry which—in the not distant past—was principally completed with non-union labor. It covers hundreds of companies throughout North America producing features with budgets of $14.2 million or less.

In November 2013, IATSE officers and representatives of Locals from across the U.S. and Canada met in Los Angeles to negotiate a successor contract. After these negotiations, the LBA became the first national contract with weekend turnaround. In addition, it now includes portal-to-portal language for daily turnaround, and pay increases for specialized work. Meal penalties and per diem payments were increased and wages will increase in accordance with the terms of other major agreements. The LBA now contains language preserving IATSE work (thus curbing subcontracting), which is stronger than any national IATSE production contract. With this advancement, we hope to stem the use of mobile labs and other non-union entities.

In September of 2016, the parties again agreed to industry standard wage and benefit increases, thereby ensuring three more years of stability for IA members working on low budget features in the U.S. and Canada. The LBA recognizes the economic challenges of low budget production. However, it is of utmost importance that this contract help to promote a safe work environment for our members. Meanwhile, health and pension benefits remain intact for IA members employed on independent features produced under this contract.

Our term agreements with Fremantle and EndemolShine USA (a newly combined entity formed from two previous term signatories—Endemol and Reveille) covers projects that the Alliance formerly had difficulty organizing due to their small crew complements. Hundreds of thousands of hours and corresponding healthcare and pension benefits are now realized by people who, a few short years ago, would never have expected such benefits from reality television work. During renewal negotiations for these reality term agreements, the IA achieved wage and benefit increases, triple time after 15 hours worked, weekend turnaround, increased daily turnaround, and

employer-paid contributions for the IA Training Trust Fund.

A successor contract covering episodic television for pay television channels (HBO, Showtime and Starz) was negotiated in November of 2014. This Agreement was established in the 1990's after organizing Home Box Office (HBO) to stem rising non-union television production. After soliciting proposals from the affected Locals, I appointed a bargaining committee consisting of local union officers from around the country. IA officers and representatives and the committee met in Los Angeles for four days of negotiations with the producers. Top priorities were to strengthen working conditions, standardize wages, increase living allowances, increase per diem and enhance idle day pay.

Economic and quality-of-life concerns were significantly improved. The successor agreement incorporated language (like that included in the Area Standards Agreement), which provides employer-supplied transportation or housing after two consecutive 14-hour days or one 16-hour day. The IA also obtained stronger financial penalties for invaded rest. Meal penalties were increased by reducing the penalty increment from three-quarters of an hour to one-half hour, without any reduction in the dollar amount. Living allowance, idle pay, and per diem increased roughly 16 percent for each of these elements over the course of the contract, with the largest increase front-loaded in the first year of the four-year agreement. When on overnight locations, employers no longer subtract 60 minutes of travel time each way when calculating overtime. Specialized work pay is now also available to members working on pay television productions. Across the country, wages are now consistent with other major agreements. For the first time, first assistant accountants, payroll accountants and additional assistant accountants will have wage minimums set forth in the contract. The financial elements of the pay television contract are now some of the strongest in the industry. It has become a robust, mature contract that will protect IATSE members for many years to come.

In the spring of 2016, Locals from around the country met representatives and officers of the IA in New York to renegotiate the Association of Independent Commercial Producers (AICP) contract. The AICP is the bargaining association for over 400 television commercial companies. This successor contract improved in the following areas: a new holiday was added to the Agreement; extended workday safety guidelines were incorporated; wages and benefits increase pursuant to industry standards; and certain IATSE work (e.g., set construction, special effects, set painting, scenic work, and stage rigging) at production locations was preserved. This last gain is especially important since subcontracting (under cut-rate terms) became a growing problem on commercials around the country.

The past year has also been an especially busy time for commercial organizing. In 2016, more than 70 commercial companies were brought under IATSE contracts. By organizing in this area, we systemically curtail the work of unfair and non-union production companies thereby protecting jobs for IA members who rely on television commercials for their livelihoods.

The Motion Picture and Television Department and IA Locals have continued to monitor jurisdictions where non-union work may flourish if left unchecked. Several so-called "right to work" states like Kentucky, Alabama, and Mississippi have recently implemented film tax incentives. Here, several projects have been successfully organized and completed under IATSE contracts. These include low budget features like *Mom and Dad* and *Tragedy Girls*, which were both organized in Kentucky. IA representatives have also been actively organizing faith-based productions as these projects grow in scope and budget. Features such as *God's Not Dead 2* and *Believe* were brought under contract in recent years through strategic organizing. These efforts send a clear message that the IATSE's members will not stand for less than the area standard wages and benefits they deserve.

The Department is now actively preparing for future industry negotiations. The Basic Agreement and the Area Standards Agreement both expire July 31, 2018. Economic stability—including health and retirement benefits—and the safety of our members will continue to be the IATSE's top priorities at the bargaining table.

As the motion picture and television industries evolve, so will the IATSE. I am committed to safety and skills training, which will prepare our members for inevitable technological changes. Protecting our jurisdiction is a constant necessity and together with IATSE Locals we will protect our jobs. We will be prepared to meet these and other challenges head-on, through solidarity and commitment. The growth and success of the Motion Picture and Television Department over the last four years offers proof that our unified membership and the power of our collective voice will lead the Alliance into the future.

## COMMUNICATIONS DEPARTMENT

The Communications Department, since its establishment in 2011, has grown progressively in size, sophistication, and enthusiasm. The Communications Department has raised the profile of our issues, our concerns, and our Union's talented members to new levels. The capacity of the Department has grown to successfully manage multiple projects and initiatives. Over the past several years, our Communications staff has become particularly skilled at establishing and maintaining multiple digital communications tools; developing messaging strategies that maximize the International's outreach; and providing valuable assistance in IATSE organizing campaigns. I believe that a well-informed membership standing in solidarity is essential to the overall success of the Alliance. And I am pleased to report that the Communications Department contributes its significant efforts to that mission.

Since the 67th Quadrennial Convention four years ago, Molly Katchpole joined the Department and holds the position of Senior Outreach Coordinator. She came to the Alliance with experience in political and digital campaign organizing. Increasing our communications capacity was crucial because the speed of internet communications requires the Department to manage a large volume of content on a weekly basis.

With the use of multiple communications tools, the Department strives to meet the IATSE's members wherever they may be—on the road, in the workplace, and on the internet. Among the various emerging digital communications tools at the Department's disposal, email remains one of the most enduring and reliable. Upon assuming responsibility over the IATSE email program, the Communications Department sought to shift the IATSE's periodic emails from one-way notices to more action-oriented messages, which will appeal to a broad and growing base of recipients. A redesigned email template was introduced in 2014 that better accommodates mobile device screens and matches the look and theme of the IATSE's existing website. Under the Communications Department's guidance, the IATSE has also transitioned to a new email delivery platform. This new goal-oriented platform allows the Alliance to more precisely distribute targeted emails to members based on regional matters that might affect them (for example, new messages can be limited to recipients by city, voting district or zip code). This and other advanced features have enabled the Alliance to achieve measurable success with our traditional email program. Statistics show that, on average, recipients are opening IATSE emails at a rate that is nearly twice as high as emails sent by comparable organizations. With these changes, the IATSE email program has remained a powerful part of our online Communications toolset.

Along with creating and editing email content, the Communications Department has focused on refining online messages to more competently reach the IATSE's members and the general public. Through a range of publications (from 140-character tweets to full-page press releases) the Communications Department's messages are designed to appeal to a wide audience. These efforts have been aided by the AFL-CIO, which recently conducted focus group studies to identify the most resonant terms to use when distributing content about unions and their members. Within this framework, the Communications Department creates materials that promote accomplishments of our members and share our vision with the public.

The Department principally does this through the expansive reach of social media networks. Since the 67th Convention four years ago, the IATSE's overall social media presence has grown consistently and has now reached tens of thousands of followers. Social media provides a space where the Department assembles content that promotes the IATSE and the labor movement generally. It provides an opportunity to comment upon current events and pushes members to become active participants in the Alliance's initiatives. It allows the IATSE to deliver member news, union news, and entertainment news to the IATSE audience. Social media has made it easier for members to access all this content on a mobile device from backstage, on set, or on the road.

Our online presence also allows the Communications Department to contribute to IATSE organizing and contract campaigns. Campaign supporters can access Facebook posts and Twitter tweets or gather thousands of petition signatures. Alliance organizing campaigns are thus exposed to hundreds of thousands of views through social media alone. Our statistics prove that our allies and adversaries both notice this work. Moreover, the flexibility of social media allows the Department to succinctly conclude its activities when a strike is settled or negotiations are complete.

One particularly notable campaign involved contract negotiations by several IATSE local unions at New York's Metropolitan Opera in 2014. The Communications Department produced, edited, and distributed digital communications as part of the "Save the Met Opera" campaign to support our affiliates and promote the fight for a fair contract. I commend all the efforts in the "Save the Met Opera" campaign, which were principally carried out on the ground by members of the Locals working at the Metropolitan Opera. The impressive digital support offered by the

Communications Department (through social media, websites, and coordinated press releases) contributed to the campaign's success.

Another noteworthy campaign involved Canadian commercial production firm Egg Films. After an action protesting Egg's lockout of union film technicians in Halifax, Nova Scotia, Egg Films launched social media attacks against the IA. With video and photos submitted by members at the protest, the Communications Department assembled a video featuring Egg Films supporters screaming at IATSE members. The video was picked up by Halifax press and circulated among regional labor organizations and members. On social media, the video eventually received nearly 55,000 views within a few days.

The IATSE's social media work has also allowed the Department to publicize political matters that are important to the IATSE's members. During the most recent U.S. elections, the Communications Department worked with the Political Department to distribute messaging regarding candidate platforms and publicize get-out-the-vote opportunities to our members. The Communications Department live-tweeted the presidential debates and vice presidential debate on Twitter, commenting on candidates' performances and fact-checking their remarks.

Leading up to the 2016 U.S. elections, the Department helped to create and distribute a popular publication called, "Open Letter to Donald Trump" published on the website medium.com. The letter—describing an instance where Donald Trump crossed an IATSE picket line—had wide appeal. It reached over 200,000 views on medium.com and other social media platforms. It was extensively redistributed by other labor organizations, including the AFL-CIO. This is only one example of the importance of social media when distributing political communications that are significant to the Alliance.

While the main function of the Communications Department is to focus on matters related to the IATSE, it also supports the campaigns of our allies within the labor movement and other progressive groups. The Department has frequently identified matters that the IATSE could publicize and support via social media. Consequently, the initiatives of our colleagues receive tens of thousands of additional views by people in the IATSE's social media networks. These efforts have included digital communications supporting worker organizing campaigns and boycotts by other AFL-CIO unions and remarks from the IATSE Women's Committee about the importance of access to healthcare through Planned Parenthood (which has recently faced legislative defunding). The Communications Department will continue finding opportunities to support the activities of our allies and our sister and brother labor unions.

Additionally, due to the IATSE's notoriety for competent digital communications, the Communications Department has developed resources and trainings for IATSE local unions, members, and the labor movement at large. In 2015, the Communications Department published a social media toolkit and 'netiquette' guide. The toolkit is an introduction to prominent social media platforms and how they can best be used professionally by local unions and members. Readers have access to specific examples showing the steps to establish a social media network page. The guide explains the types of content that are appropriate and offers case studies of organizations that use social media networks correctly and incorrectly. The 'netiquette' section explains many well-known social codes of the internet. Readers seeking further information can rely on a list of additional resources to develop more expertise in content creation and graphic editing.

The toolkit has received positive feedback from the Alliance's members and the wider labor movement. Other union officials have remarked that they have used the IATSE's guide to train members of their own organizations.

The IATSE is also a collaborator in the AFL-CIO's training series, used by many union members to improve their digital communications skills. In 2014, the digital team at the AFL-CIO invited the Communications Department to develop and run a beginner Twitter hashtag training for their digital tool series, which was broadcast as a webinar and made available online for AFL-CIO affiliates. The Department has also conducted similar digital training for the New York City Central Labor Council. These have focused on Facebook's best practices, advanced uses of Facebook, and the basics of Twitter (how to write a tweet, and how Twitter can be used for organizing, publicity, and networking). Several New York-based IATSE Locals were represented at these events, which are recorded and available for IATSE members on the IATSE YouTube channel.

Several communications awards the IATSE received since the last Convention credit the innovations the Communications Department has developed in various aspects of its activities. The IATSE received an International Labor Communications Association (ILCA) first-place award in late 2013 for excellence in website design and a second-place award for use

of social media. More recently, in 2015 the IATSE received an ILCA first-place award for the best use of social media among national and international unions for the 'Save the Met Opera' online campaign.

The IATSE's important communications work—including its digital presence—requires the input of members and local unions to ensure a strong online community. I encourage the Delegates to this Convention to return to your local unions and remain in contact with the Communications Department. We are grateful to have access to stories of your successes so we may continue to raise the profile of the many local unions and members of the Alliance.

## THE OFFICIAL BULLETIN

In addition to the emergence and growth of our new communications tools, the *Official Bulletin* has remained a core piece of the International's communications program. Over the past several years, a number of significant changes have modernized the content and appearance of the *Official Bulletin*. These modifications were motivated by our desire to provide relevant, attractive content which have caused the *Bulletin* to grow in popularity.

Commencing with the first quarter issue of 2014, the design and layout of the *Official Bulletin* were renewed with a contemporary and magazine-style appearance. The color scheme has been updated to match the International's website and other digital platforms. For ease of reference, we have revamped the local union directory by arranging local union listings according to their locations within the United States or Canada, respectively. The *Bulletin's* content now includes several recurring features concentrating on matters germane to the various International Departments. We proudly profile members throughout the Alliance in *Bulletin* columns. We have been especially satisfied with the "Activists Corner," which highlights members and Locals around the Alliance who sustained a theme of the 67th Convention by intensifying their activism.

These changes and additions to the *Bulletin* were rewarded in 2014 when the International Labor Communications Association awarded the IATSE "First Prize for General Excellence" among all international and national union publications.

In continuing our initiative to be more efficient and environmentally conscious, over 18,000 members have now signed up to receive the *Bulletin* electronically. The benefits of electronic distribution are twofold—it reduces the amount of paper in circulation, and those who elect the electronic version will receive the *Bulletin* in advance of those receiving the paper copy.

I thank those Locals and members who have contributed stories of their activities and successes for publication in the *Bulletin*. I also wish to thank General Secretary-Treasurer James B. Wood and Assistant to the Editor MaryAnn Kelly for their dedication to making the *Bulletin* one of the International's most valuable and enduring tools.

## EDUCATION AND TRAINING DEPARTMENT

I continue to firmly believe that furthering the education of our members, elected local union leaders, and International personnel will stimulate the IATSE's future growth. Under my leadership, the IATSE's Education and Training Department has fostered an extraordinary culture of continuous learning in every segment of our Union. The Department has divided its energies among three primary areas: (i) union leadership training, (ii) craft skills and safety training (in conjunction with the IATSE Training Trust Fund), and (iii) outreach to high school and college students. As described below, each of these areas includes multiple initiatives, which the Department has continuously expanded since the close of the 2013 Convention. Thankfully, our education and training programs have received tremendous support from IATSE Locals and workers across the U.S. and Canada.

### *Union Leadership Training*

In May 2014, the Alliance debuted one of the most groundbreaking initiatives of the Education and Training Department—the IATSE Officer Institute. This inventive one-week training course offers local union leaders access to the skills they need to effectively run their IATSE Locals. It is a key part of our vision of strengthening the Alliance from the bottom up. The curriculum offers measures of knowledge for effective leadership in areas such as: labor history, labor law, strategic planning, organizing, contract administration, collective bargaining, record keeping, communications, activism, and time management. Participants are also introduced to a range of other resources available to IA Locals through the International Union and the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF).

To help make the Officer Institute useful and

relevant, input from every corner of the Alliance was solicited. International Department Directors collaborated on the curricula and exercises. The Education and Training Department consulted local representatives about the proposed subjects of study, logistics, and goals for the program. Finally, in April of 2014, together with IATSE Vice Presidents, officers, representatives and other key staff members, I participated in the program as an inaugural student. This experience allowed many members of the IA family to refine their core competencies while assisting with further development of the program.

As the Officer Institute has evolved, we have welcomed instructors and advisors from leading educational institutions including Cornell University, McMaster University, the University of Arkansas, the University of Oregon and the AFL-CIO's Bonnie Ladin Union Skills Program. Prominent lawyers and accountants who work with the IATSE have also provided valuable contributions.

Beginning with the first session in May 2014, IATSE leaders from every territory and craft have attended the Officer Institute. These officials serve virtually every segment of the Alliance, from the largest Locals to the smallest. To date, 597 local union representatives from 174 local unions have graduated from the Officer Institute. The skills imparted by these programs have consequently reached over 92 percent of the IATSE's membership.

Sessions of the Officer Institute have been hosted in locations throughout the U.S. and Canada including Atlanta, Austin, Baltimore, Calgary, Cambridge, Chicago, Denver, Las Vegas, Los Angeles, New York, Philadelphia, Toronto, and Vancouver. An additional session will be scheduled for October 2017 in Orlando. At every stop, host local unions partnered with the International to welcome participants. Without their support, this initiative would not have been possible.

To aid small Locals and encourage their participation in the Officer Institute, the General Executive Board voted in 2016 to provide thirty subsidies (ten for each of three consecutive sessions) to IA local unions with less than $250,000 in gross receipts during the previous year. These subsidies were eagerly utilized by the leaders of our smaller Locals. Along with the staff of the Education and Training Department, I continue to hear complimentary remarks from participants. This training has helped leaders flourish within their local unions as they share the skills that they learned.

IATSE Officer Institute participants immediately began requesting more in-depth study on several of the topics covered at their initial trainings. Therefore, in 2016 the Alliance launched an advanced officer training called Officer Institute 2.0. The lessons most-requested by our local leaders were in organizing and Secretary-Treasurer skills. Those topics were covered by the inaugural Officer Institute 2.0.

Organizing 2.0 featured sessions on analytical targeting strategies, real-world applications, and advice from successful organizers. Instructors focused on communications, labor law for organizing, and tactical planning. The participants were consulted about actual organizing targets within their jurisdictions. Meanwhile, Secretary-Treasurer 2.0 covered essential topics for IATSE representatives, including labor law for secretary-treasurers, the IATSE International Constitution, maintaining books and records of local unions, keeping the minutes of meetings, budgeting for local unions, government filings, trustee audits, and fraud prevention.

Three sessions of each respective 2.0 course have been held to date. The inaugural 2.0 in Baltimore had a graduating class of 73 officers from 39 different local unions. Enthusiasm surrounding the classes has led to two more sessions—in Las Vegas during 2016 and at the Maritime Institute in Baltimore in 2016. The 2.0 courses will again be held in Los Angeles later this year, from November 29-December 1, 2017. A total of 85 Local officers have graduated from Organizing 2.0 and 90 Local officers have graduated from the Secretary-Treasurer 2.0, for a total of 175 attendees.

One of the IATSE's first education offerings for leaders of local unions—The Labor Education Assistance Program (LEAP)—also remains an extremely popular initiative. Through LEAP, the International provides reimbursement for tuition and reasonable expenses associated with a wide range of continuing union skills education programs and courses. LEAP funding is available to officers, officials, trustees, and executive board members of local unions for one course per year. LEAP has funded tuition (and, modest room and board fees) for classes of all types including semester-long courses in accredited degree programs like the AFL-CIO's Bonnie Ladin Union Skills Program; short multi-day seminars; online college courses; online union skills trainings; and day-long workshops.

As shown in the table below, utilization of LEAP has steadily grown since its inception in 2009. By the end of 2016, the International had distributed a grand total of $285,156 in LEAP funding.

| Year | Canada | USA | Total |
|---|---|---|---|
| 2009 | - | $275.00 | $275.00 |
| 2010 | $10, 968.75 | $15,260.40 | $26,229.15 |
| 2011 | $7,105.10 | $19,713.04 | $26, 818.14 |
| 2012 | $15,265.00 | $44,081.82 | $59,346.82 |
| 2013 | $14,514.87 | $25,384.85 | $39,899.72 |
| 2014 | $11,147.45 | $42,260.76 | $53,408.21 |
| 2015 | $12, 734.35 | $32,164.65 | $44,899.00 |
| 2016 | $6,894.12 | $26,609.52 | $33,504.12 |
| TOTAL | $78,630.12 | $206,526.04 | $285,156.16 |

The program gives officials the flexibility to select classes that will be uniquely beneficial to them when representing their members. Topics have varied widely. Since the 2013 Convention, LEAP funding has reimbursed the tuition for courses with nearly 70 titles in subjects ranging from public speaking to the complex U.S. Affordable Care Act.

The International also continues to offer the "IATSE Road Show—Why Unions Still Matter," to local unions in the U.S. and Canada. This traveling workshop presents a brief history of organized labor (especially focusing on the IATSE) with separate presentations for Canadian and U.S. Locals. Importantly, the Road Show explains how politics affect the labor movement. We have educated countless members along with their families and friends about the need for strong, vital unions. Attendees leave with a better understanding of the correlation between strong unions and strong economies. Local unions are encouraged to contact the Education and Training Department to bring this presentation to their cities and towns. The presentation is updated often in response to participant evaluations and remains very popular.

Educational investment in IATSE members supports an environment where our workers can keep pace with technology and build skills. These efforts cement our place as the go-to labor source for employers in our industries. Furthermore, when Local officers and staff hone their leadership skills, the workers we represent will have the finest representation possible. Our commitment to lifelong learning promotes professional development within the IATSE at all levels, making our organization stronger and more powerful.

However, where there is great demand for new skills, leaders and rank-and-file workers often find it difficult to fit continuing education into their busy schedules. To address the IATSE's demands for a flexible learning environment, in 2015 the Alliance launched a successful partnership with lynda.com, a leading web-based educator. This landmark collaboration was conceived to help members advance in their crafts and meet the needs of ever-changing technologies in the entertainment and exhibition industries. IATSE members who enroll receive unlimited access to lynda.com's extensive library of topics like the latest software, creative capabilities, and business skills. The site offers high-quality instructional videos taught by recognized experts and working professionals. There are also numerous leadership, administrative, and personal development topics useful for IATSE leaders. Subscriptions are offered to IATSE members through their local unions at a fraction of the standard lynda.com membership fees.

When the IATSE's lynda.com partnership began, the Education and Training Department hoped to enroll 1,000 members. Interest in the program vastly exceeded our modest expectations. At the end of the first year of this initiative, 6,554 IA members had purchased discount lynda.com subscriptions. As we approach the second anniversary, which occurs September 1, 2017, over 5,200 IATSE members have enrolled and viewed more than lynda.com 87,145 videos covering over 6,229 hours of instruction.

Among IA members, some of the most popular titles of lynda.com craft skill-related instruction have been: DaVinci Resolve 12 Essential Training; Photoshop CC Essential Training; Premiere Pro CC Essential Training; SketchUp Essential Training; Final Cut Pro X 10.2 Essential Training; WordPress Essential Training; Audio Recording Techniques; Avid Media Composer 8 Essential Training; Editing with Composites and Effects in Avid Media Composer; Lightroom CC Essential Training (2015). Additionally, IA members have seized this opportunity to develop leadership and office skills on topics ranging from time management to strategic negotiations, to Microsoft's Excel.

The Education and Training Department has also continued to offer union skills workshops to Local IA officers at the International's General Executive Board Meetings. These workshops, which are regularly held on Wednesday afternoons, are open to all who attend the bi-annual International General Executive Board meetings. Lasting two or three hours, the

trainings have updated local union representatives on a variety of subjects that affect their locals and IATSE members everywhere. Consequently, they have become respected and valuable events. Presenters and titles of these trainings since the 2013 Convention are as follows: Robyn Cavanagh with IATSE Executive Board members and Department Directors, "IATSE Officer Institute Information Session and Survey" (San Antonio, TX, January, 2014); Barbara Byrd of the University of Oregon, "Building Activist Local Unions" (Seattle, WA, August, 2014); Allison Porter of Cornell University/Alvarez Porter Group "Turning the Lights on Activism" (Charlotte, NC, January, 2015); Paul Silverman of Integra Systems, "Effective Work Habits" (Halifax, NS, July, 2015); Scott Treibitz of TriCom Associates, Inc., "Media and Messaging for Local Unions," (Hollywood, FL, January, 2016); Arthur Matthews of Cornell University, "Political Activism in Your Union" (San Francisco, CA, July 2016); Allison Smartt of Creative Future, "Creative Future Train the Trainer Session: Teaching IATSE Members to Present School Workshops" (New Orleans, LA, January, 2017).

To offer educational opportunities as often as possible, the Education and Training Department has also arranged training for delegates to the IATSE's District Conventions. From May through October each year, education sessions have been offered at every IATSE District Convention in the U.S. and Canada. While nothing is duplicated, annual topics complement instruction offered at the Officer Institute and GEB sessions. These workshops introduce subjects to Delegates who may be new to the IATSE education programs. The titles of recent District education sessions have included: "The Duty to Bargain/Midterm Contract Changes" (2014), "IATSE Canadian Road Show" (2014), "Strategic Thinking About Activism" (2015), "Workplace Safety for Local Leaders" (2015), and "Strategic Training and Readiness (STAR) for Organizing" (2016). Approximately 800 Delegates and guests attend these workshops. Education and Training Department representatives are also in attendance to introduce local Leaders to other educational opportunities available through the International.

We continue to make International staff training a key component of our education programs. In addition to the open-to-all trainings at GEB assemblies, IATSE Representatives and Vice Presidents have had access to specialized seminars during GEB meetings, which deal with topics that often arise on International assignments.

Furthermore, each spring International Vice Presidents, representatives, and other top staff members gather for a three-day intensive educational workshop and retreat. There, the International staff and Executive Board members come together to recognize and discuss issues important to the Alliance. These meetings also provide an opportunity for IATSE staff to meet in person for short and long-term planning and common goal setting. By sharing a collective vision, the Alliance moves forward with an enhanced spirit of unity and cooperation. Key instructors at recent staff trainings and the titles of their presentations were: Trish Westwater, "Strategizing and Communicating About Activism" (2015); Paul Silverman, "Working More Effectively—Time Management" (2015); Scott Treibitz, "Communications—Framing Ourselves as Organizers" (2016); Liz McElroy of the AFL-CIO and Yvonne Syphax of the Bonnie Ladin Union Skills Program, "AFL-CIO Messaging/Words that Work" (2016); Yvonne Syphax, Tiffany Bender of the AFL-CIO, Sally Alvarez of Cornell University and Ed Fry, "Convention Preparation: Leading By Example" and "ReSET for the IATSE" (2017).

In late 2013, AFL-CIO President Richard Trumka founded the National Labor Leadership Initiative (NLLI). This high-level leadership program responds to the present turbulent conditions confronting workers and unions. This affords union leaders an opportunity to talk about the institutional objectives that will build and strengthen our movement. The NLLI stemmed from the AFL-CIO's belief that, rather being swept up in the inertia of America's historical union movement, we must instead focus on proactivity and planning. To do so, unions must ally themselves with progressive institutions that boost the rights of workers, immigrants, students, and the middle class. Each year, during three week-long retreats, NLLI participants spend hours deliberating over the groundwork necessary for an enhanced pro-worker movement. The NLLI offers strategic ideas about forming alliances, building capacity, using our resources to reverse the rising tide of anti-union propaganda, and transforming the economy to benefit all workers. Between 2013 and 2015, IATSE General Secretary-Treasurer James B. Wood and International Trustee Patricia White respectively participated in two of the three NLLI meetings.

This group has served as a useful think tank for those interested in building pro-worker power. The NLLI has also added new depth to the expansive educational offerings for the IATSE's members because some of the material presented at the

NLLI has been incorporated into IATSE leadership training. Additionally, the IATSE will be able to draw upon the bonds and relationships formed with other participating organizations as future resources. Every group that addresses the concerns of working people—including the IATSE—will need to be flexible, dynamic and intelligent to confront our many challenges.

We must recommit to being resilient and trained leaders within the IATSE every day. In connection with the leadership training programs noted in this report, we have persevered toward that end. IATSE leaders at every level must continually work to become more skilled at representing workers within the Alliance. Under my leadership, more and more programs and courses have been offered through the Education and Training Department. I encourage all Delegates to this Convention to take advantage of the International's support with these myriad offerings.

### *Craft Skills and Safety Training*

As I have routinely reported, craft skills and safety trainings are the most dependable ways to identify the most critical needs and pressing challenges facing IATSE members in their workplaces. By offering our workers the resources they need, the Alliance gains competitive leverage and provides our employers with an invaluable resource—a dynamic, highly-trained workforce that helps them succeed. In conjunction with the IATSE Entertainment and Exhibition Industries Training Trust Fund (described more fully elsewhere in this report), the IATSE has paved the way for our powerful membership to thrive. We have carried out several projects to support the development of industry-wide standards for worker health and safety for entertainment workers in the U.S. and Canada.

Leading these is the Entertainment Technician Certification Program (ETCP) for entertainment industry professionals. The Training Trust Fund continues to reimburse eligible IA workers who pass any of the ETCP certification tests. The reimbursement amounts have recently increased and individuals can now complete their certifications without paying the $550 exam fee. I urge all members and IATSE local unions to continually publicize these important ETCP programs to their qualified brothers and sisters.

ETCP has grown in popularity and scope since our last Convention. For instance, in 2016, ETCP announced a new electrical certification called the Portable Power Distribution Technician Certification (intended for persons working with portable power systems). As the ETCP becomes more popular, the number of newly-certified IATSE members continues to grow. However, certifications of non-union participants are also increasing. This is good news for industry safety overall, but this trend will also have negative repercussions. We must encourage our members to become ETCP certified and organize those who already have certifications but who are not IATSE members. This is one of the most responsible way to ensure that all the best technicians are IATSE-represented technicians.

The IATSE Craft Advancement Program (ICAP) also continues to focus on the safety and skills training of our members. The current members of ICAP are Joe Aldridge (Local 720), Peter Donovan (Local One), Kent Jorgensen (Local 80), Eddie Raymond (Local 16), Sheila Pruden (Local 873), and Chairman Alan Rowe (Local 728). These individuals have generously shared their time and expertise with the members of their Locals, members throughout the Alliance, and stakeholders within the larger entertainment community. Most of all, they teach students at every level why working union is the best way to work safe.

The ICAP serves the IATSE by advocating to keep workers safe on the job and trained with the most up-to-date skills possible. The ICAP's work focuses on three major areas: advising and supporting the Training Trust Fund and its programs; facilitating a formal cooperation agreement between OSHA, IATSE, and United States Institute for Theatre Technology (USITT); and collaborating on standards that affect the entertainment industry.

Some of the most important work of the ICAP in recent years has been working in coordination with the U.S. Occupational Safety and Health Administration (OSHA) and the USITT. Through this coalition, IATSE, OSHA, and USITT work together to promote the health and safety of our workers. Through this partnership, the ICAP has done the important work of conducting training sessions for OSHA personnel on occupational health and safety hazards in the entertainment industry. During the past four years, ICAP has held such training sessions for OSHA staff and consultation officers in various regions across the U.S. spanning several states.

Through this relationship, ICAP members also taught OSHA 10-hour training courses at both the 2016 and 2017 USITT conventions, and participated in OSHA's National Safety Stand-Down to prevent falls. In the coming year, OSHA, USITT, and the IATSE will continue to collaborate in conducting training and outreach to prevent injuries and fatalities among workers in the entertainment industry. The IATSE will provide training to federal OSHA staff (plus corresponding state

officials, and consultation program staff) on recognition of electrical, fall, and other significant hazards. Additionally, USITT and IATSE personnel will continue to provide OSHA 10-hour training to workers in the entertainment industry. We will continue to collaborate with OSHA in developing new safety information and distributing existing resources for our workers. In addition, coordinators from IATSE, OSHA, and USITT maintain regular contact to monitor the progress and results of this partnership.

The ICAP also works to promote workplace safety awareness throughout the Alliance. ICAP spearheads the IATSE's yearly observance of Worker's Memorial Day in the U.S. and the National Day of Mourning in Canada. I ask that Convention Delegates continue each year to honor our sisters and brothers who went to work and never came home with an IATSE union-wide moment of silence during these memorial events.

Additionally, the North American Occupational Safety and Health (NAOSH) Week is held the first full week in May every year. Building upon Worker's Memorial Day, the NAOSH Week seeks to promote safe workplaces by raising safety consciousness among workers and employers. IATSE Locals are asked to plan now to celebrate NAOSH Week by holding seminars, publishing safety literature, or participating in other events promoting safety activism. Reminders and information about both Worker's Memorial Day and NAOSH Week are typically published in the IA's first quarter *Bulletin*.

### *Outreach to High School and College Students*

Helping young people learn about the IATSE and our crafts will lead to more positive exposure for the Alliance's skilled workers. For the past five years, the IATSE has participated in "Hidden Career Path Days" which are presented in conjunction with the Roundabout Theatre Company in New York City. High school students meet on six separate days throughout the year to learn about the work of stagehands, sound technicians, wardrobe personnel, hair and makeup artists, and front-of-house staff. Volunteer members teach abbreviated lessons on specific aspects of their crafts and lead tours of their workplaces in Broadway theatres and other venues around New York City. Representatives of New York area IA Locals have been instrumental in assisting the Education Department staff with these events. In addition to volunteering as presenters for "Hidden Career Path Days," IATSE members also appear at various high school college and career days, helping the workers of the future learn about unions and the IATSE.

In 2016, the IATSE also began assisting the Roundabout Theatre Company with a new program—The Theatrical Workforce Development Program. A natural continuation of "Hidden Career Path Days," this three-year program will train recent New York City public high school graduates to explore positions as young theatre technicians in entry-level jobs upon graduation.

Meanwhile, the annual USITT conference attracts college students from around the U.S. It offers an excellent opportunity to meet the workers of the future. Recently, the IATSE has taken a more systematic approach to this event (e.g., leading panels and conducting pre-conference OSHA training, using the Training Trust Fund curricula) to maximize our ability to communicate with potential future members of the Alliance. We must continue to introduce the IATSE to these young people who are on the verge of graduating from college and graduate school with excellent skills and energy.

Finally, IATSE representatives are available upon request to present workshops at theatre and film schools regarding the IATSE. A version of this presentation is also available upon request to local unions that wish to use it for outreach.

## IATSE TRAINING TRUST FUND

At the 67th Convention in 2013, I reported about the historic establishment of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF)—a joint labor-management training fund established to offer training opportunities for IATSE members and those working under IATSE agreements in crafts represented by the Alliance. The Training Trust Fund has grown exponentially since our 2013 Convention, when it was still in its infancy.

The TTF is a trust fund governed by federal law in the U.S. As a labor-management fund under ERISA, the Training Trust Fund has an equal number of employer-appointed trustees and union-appointed trustees. The Board of Trustees has grown in recent years. There are now seventeen Trustees (one employer Trustee seat is vacant). The TTF strives to serve all IATSE Locals, large and small. We are satisfied that the TTF's programs can accommodate each group's needs by considering their prior training, experience, and capacity. It has developed programs to meet the diverse needs of the Alliance's varied, growing workforce. The Trust has done so by listening to leaders and workers from across the IATSE. At our last Convention, a survey was conducted to determine

the IA's most pressing training needs and wants. Delegates' input from the 2013 survey was used to establish a multitude of programs to reach Locals and members throughout the U.S. and Canada.

The mission of the Trust is to promote industry recognized standards for safety, skills and craftsmanship in the entertainment and exhibition industries. It does so by providing training that improves existing skills, develops new skills, embraces technological change, and focuses on the safest way to perform the work of our crafts. It supports training opportunities for all employees working under the jurisdiction of the IATSE. It has developed state-of-the-art training tools, resources and methods. Additionally, the TTF is guided by a vision of a workforce with the highest level of training in skills, safety and craftsmanship, across the IATSE's jurisdictions.

The policies and procedures of the Training Trust Fund have been routinely refined to meet the growing needs of our organization. There are now ten full-time employees of the Training Trust Fund working on its various programs, initiatives and administrative functions. The Fund is also constantly expanding the programs it offers, projects underway, and resources developed. This has been made possible by the ever-increasing number of local unions that negotiate employer contributions to the Training Trust Fund into their collective bargaining agreements. As of December 2016, over 100 local unions have negotiated for Training Trust Fund contributions in at least one of their agreements. Particularly notable is the increasing number of Canadian local union agreements with TTF contributions. This has resulted in a corresponding increase in the Canadian Locals' enthusiasm for the Trust's offerings.

As described below, key Training Trust Fund initiatives have taken shape each year since the Fund's inception. In 2012 and 2013, the TTF systematically and widely reimbursed IATSE local unions that offered training on their own. This program is now known as the Supported Course program.

In 2014, the TTF began a calendared course program consisting of OSHA 10/general entertainment safety courses throughout locations in the U.S. The TTF chose those locations with the goal of reaching large groups of IATSE workers from various Locals. This training was developed by members of the IATSE Craft Advancement Program to be an OSHA 10-hour course specific to the entertainment industry. Local unions, which already have certified OSHA 10-hour trainers in their ranks and Locals that wish to develop new trainers may now apply to the Fund to receive the curriculum and preparation on how to use it. Additionally, the Training Trust Fund will reimburse the cost of tuition for local trainers who successfully complete OSHA 501 and OSHA 511 and thus become qualified to teach OSHA training. This allows IATSE Locals to have trainers among their own members. The Training Trust Fund also continues to advise Locals that wish to bring in outside trainers familiar with the IATSE curriculum to teach OSHA 10 to their members.

Also since 2014, the Training Trust Fund has maintained a partnership with InfoComm. InfoComm, a trade association representing the professional audiovisual and information communications industries, offers a wide array of education opportunities that are relevant to the IA's members. This partnership gives every IA worker access to InfoComm membership benefits. Over 3,629 people to date have joined in this partnership.

Through the InfoComm partnership, all IATSE members are eligible to become members of InfoComm at no expense to them. This offers access to a variety of free and discounted courses, online and in person. It includes the InfoComm-administered Certified Technology Specialist (CTS) program, which is recognized as the premiere audiovisual (AV) professional credential. Of the 3,629 IATSE members registered in the InfoComm partnership, 1,013 have enrolled in on-line course work.

This partnership has led to expanded offerings of hands-on AV training in addition to InfoComm's CTS training. By popular demand, an entry-level class, "Audio Visual Fundamentals for Stagehands" was specially developed for IATSE members in conjunction with InfoComm and is available to local unions. This comprehensive course offered through the Training Trust is a hands-on class that is augmented with online classes. The program has proved to be highly successful and worthwhile to many local unions, as they expand work opportunities for their members in the AV field. Locals interested in hosting the course may wish to have local individuals trained to deliver the curriculum. This means locals can offer AV training on an ongoing basis and as needed.

As of December 31, 2016, we have held AV Essentials trainings at twenty-three Locals (some with two or three sessions) with approximately 700 attendees. Additionally, to date nearly 400 IATSE-represented workers have successfully completed both the strenuous hands-on and online requirements to receive their InfoComm/IATSE Live Event Technician Certificates.

The Training Trust Fund also reimburses the fees

for those who successfully receive their InfoComm CTS certification plus reimburses tuition for any of the ETCP certifications, SPRAT rope-access certification, and CPR/AED certifications.

The TTF began to offer a popular and unique "Train the Trainer" course in 2015 taught by Dr. Mark Johnson, Professor of Technology and Workforce Learning at Pittsburg State University in Pittsburg, Kansas. This course was added to provide teaching techniques, lesson planning skills and presentation skills to new and seasoned trainers. This distinctive and popular program was specially created and customized by the Trust Fund Trustees, members of the ICAP, IATSE Education Department staff, and other IATSE trainers. The resulting program has been so successful that other unions are creating programs based on our model. The Train the Trainer course continues to be presented across the U.S. and Canada for IATSE Local trainers to learn skills to be the best instructors possible.

The Training Trust Fund has also recognized that many IATSE local unions need high-quality safety programs that could be used by local experts to train their workers. Therefore, in 2015 the TTF partnered with the UCLA Labor Occupational and Health Department and trainers in local unions across the U.S. and Canada to produce a curriculum library available to local union safety trainers. Establishing multi-module entertainment safety curricula especially for IATSE craftspeople was an enormous undertaking, which took nearly two years to complete. It involved dozens of IATSE subject matter experts across North America, ICAP members, IATSE Vice Presidents and representatives, and Training Trust Fund Trustees. The outcome is a comprehensive library of training resources including case studies drawn from the real-life experiences of IATSE workers, which can be used to customize trainings for various groups. It has comprehensive instructor manuals, which guide instructors with a script so that it may be used by new and experienced trainers alike. The curriculum was rolled out late in 2016 and enjoyed immediate popularity. I strongly encourage locals to utilize this excellent library of resources as part of the valuable and important trainings they provide to their members.

The 2015-2018 IATSE Theatrical and Television Motion Picture Area Standards Agreement (ASA) requires contributions from employers to the Training Trust Fund for the first time. In connection with that agreement, general safety courses developed by Contract Services Administration Training Trust Fund's Safety Pass program are delivered online to motion picture workers in areas covered by the ASA. These courses are commonly known as the Safety Pass "A" and "A2" classes. The Training Trust Fund worked with Contract Services personnel to develop a system for implementation of this program. Now, workers from Locals performing work under the Area Standards Agreement can access these free safety courses online at any time.

Meanwhile, during recent years the TTF continued to grow by expanding and improving upon other resources (e.g., technical assistance resources available to local unions, expansion of the TTF trainer database, an improved and expanded bi-weekly electronic newsletter).

This year, the IATSE has witnessed continued expansion of the TTF's programs and services. A new offering called "Train the Trainer—Master Class" is available for trainers wishing to develop their own course curriculum. Also new this year, the Training Trust Fund recently launched its "training tracker" service. The TTF will keep track of course records for local unions that offer training to their members. Locals using the training tracker will be able to easily enter and track the courses taken by their members and generate reports. If an employer requests workers with certain educational credentials, or those who have taken a specific class, those people can be quickly and accurately identified by using the training tracker. This valuable service is open to locals and signatory employers who participate in the Training Trust Fund.

Information about all the TTF programs, initiatives and resources can be found on the TTF website, along with links to many outside training resources. The programs and initiatives of the Trust are especially impressive considering that the Trust was founded only a few years ago.

The TTF has started to actively collect and track all skills trainings and safety trainings offered by IATSE Locals. As of March 15, 2017, The Trust has reached over 14,050 IATSE workers with more than 150,475 hours since inception. OSHA 10 training has been administered to 2,100 workers. Over 3,500 workers have had over 13,400 cumulative hours of training planned at their local unions through the supported course program. More than 780 IATSE members have had access to 10,700 cumulative hours of training through the TTF curriculum materials provided to Locals. The Train the Trainer programs have offered 400 workers access to 6,288 cumulative hours of training. Over 1,000 IATSE workers have taken the online safety courses titled "General

Safety" and "Environmental Safety." Over 340 people have obtained 367 certificates through the exam and certification reimbursement program. In sum, the Training Trust Fund has seen tremendous growth and has achieved much.

## BROADCAST DEPARTMENT

The IATSE Broadcast Department now comprises twenty-four local unions. Eight Locals represent television station employees and sixteen have jurisdiction over remote televised event employees. Since the last Convention, the IATSE's involvement in broadcast markets has grown considerably. Under my leadership we have ventured into new regions. For instance, the Alliance recently chartered new broadcast Locals in Wisconsin and Indiana. We welcome those members and their enthusiasm.

However, in other areas around the country fewer broadcast workers enjoy union representation, putting the hard-earned living standards of our members at risk. In America's competitive broadcast marketplace, employers have tremendous economic incentives to outsource work, cut pay, and cut benefits. In some areas, our broadcast members are competing with non-union employers offering poverty wages. The only solution is to grow the IATSE's influence by organizing these unorganized workers. I am pleased to report that against this background, our Broadcast Department representatives have skillfully served our members, organized more work, and negotiated respectable contracts.

IATSE broadcast Locals representing workers in traditional television stations have faced a wide range of obstacles during the last four years. Decentralization of television distribution because of the internet has produced new generations of consumers known as "cord cutters" (people who have opted out of standard cable television subscriptions) and "cord nevers" (those who never had standard subscriptions). Because of these trends, market share for local television news has decreased. In response, many stations have embarked upon rounds of cost-cutting measures that often include technical automation and job reductions. Employers have plotted ways to pool news content from multiple stations rather than dedicating their local news to one specific region. Much like similar efforts in print journalism, this practice could lead to local news roundups, a practice sometimes called "commodity news." Employers have also explored "hubbing" (consolidating job functions at central locations) and sought to eliminate the Union's exclusive jurisdiction. Collectively, these schemes and practices have led to employment cuts and increased workloads for remaining IATSE employees.

Local news companies have experimented with smartphone apps to encourage freelance paparazzi shooters to cover breaking stories. These events are then broadcast digitally. If the shooters' footage is used, they are paid a flat rate. The IATSE, which has a long history of representing news photographers and photojournalists, has been battling against this practice with multiple employers.

Along with the changing nature of TV news, another major event threatening to disrupt historic broadcast trends is the Federal Communication Commission's (FCC) auction of portions of over-the-air television broadcast spectrum. The FCC's efforts will reallocate portions of the television broadcast spectrum to the telecom industry for use by mobile devices and to provide the bandwidth for the introduction of fifth generation wireless systems (i.e., "5G"). These changes will revolutionize the so-called internet of things and usher in new levels of personal automation. Users will be connected to a vast array of media devices that anticipate the needs and patterns of users. It will also allow for direct distribution of content, which may disrupt current distribution models. IATSE broadcast officials have predicted that some local TV stations may go off the air and instead transition exclusively to internet distribution. This transfer of public airwaves into private hands will have long lasting consequences for individuals working on local and regional broadcasts. Many broadcasters have engaged in hard bargaining and evaded deals on successor contracts with IATSE Locals until the spectrum auction is over. This has forced our Locals to continually fight to maintain IATSE standards in this area. IA members working at local stations have seen some progress in the last year after engaging communities (through town hall meetings and political activism) with dogged determination. These efforts led to staffing guarantees and wage increases for broadcast members working on the West Coast.

Freelance remote broadcast employees working on regional sports networks—many of whom have now been represented by the IATSE for years—enjoy some of the best wages and benefits in the industry. The broadcast Locals involved in remote sports events now bring content to air for fifty-two professional sports teams, including members of Major League Baseball, the National Hockey League, Major League Soccer, the National Basketball Association, and the Women's National Basketball Association. Along with these professional sporting events, IA Locals cover certain

National Football League events; semi—professional, college, and international soccer; boxing and other fighting events; collegiate sports; tennis; golf; and other assorted sporting events. Over a decade ago, when the IA began expanding its jurisdiction in the broadcast industry, it represented freelance sports broadcast technicians working under five contracts. Today, the IATSE has forty-seven contracts with employers involved in live sports content.

To increase our strength at the bargaining table, eight local unions in the Southwestern U.S. recently came together to bargain the IATSE's first multi-region contract with Fox Sports Net. Locals representing technicians at Fox Sports Net West/Prime Ticket, Fox Sports Net San Diego, Fox Sports Net Arizona, and Fox Sports Net Southwest all participated in developing proposals and negotiating the combined regional contract. I believe the resulting agreement, which was ratified by the Locals, will set models, patterns, and customary standards for this work. It will lead to greater bargaining strength for the entire IATSE Broadcast Department.

As with automation in local newsrooms, media companies are also experimenting with automation in live broadcast situations. For low-revenue content, companies are replacing traditional mobile broadcast units (i.e., remote broadcast trucks) with employees located in studio hubs. Camera operators, audio assistants, and utility technicians remain at the event site and feed content to the studio. The studios may be hundreds of miles from the city where the feed originates. We expect this practice will expand as companies refine these procedures. So far, the IA has negotiated terms that keep this work covered by our contracts and we will work to make sure it stays that way.

As the Broadcast Department gains greater bargaining power with our existing employers, it remains committed to new organizing. Many fellow technicians working in regional television across the country still covet the benefits of a union contract. And the IATSE's broadcast contracts and benefit plans are second to none. Bringing more unrepresented technicians together will provide the strength, solidarity, and unity needed to make further progress.

During the past four years, the Alliance has seen major growth in college sports broadcast networks. The IATSE prevailed in two separate elections to represent regional employees of the Big Ten Network (BTN) in Minnesota and Wisconsin. Both groups achieved a first contract with BTN and have established a positive working relationship. Additionally, broadcast members in Indiana now fall under the terms and coverage of the IATSE's BTN contracts. BTN has also recognized the IA as bargaining representative for employees from Iowa and technicians who travel throughout BTN territories on college football broadcast crews.

The IA has made additional headway by bringing Union protections to other employees working on nationally distributed sports content. Four years ago, the IATSE won an election to represent employees working for Golf Channel. The parties bargained over the terms of a first contract for nearly two years. On the same day that employees ratified the new agreement, a decertification petition was filed against the IATSE with the National Labor Relations Board (NLRB). The IATSE won the decertification election, but several procedural failures called the election results into question.

The NLRB found that the employer failed to provide a full and accurate list of employees to the parties during the election process. The NLRB also found that it had mishandled some ballots. These flaws lead the NLRB to dismiss the results of the election and order a rerun.

In the meantime, the IATSE has carefully monitored its current Golf Channel contract. Over the past two years, we filed several unfair labor practice charges against the company. The NLRB has issued complaints associated with many of the charges, including the company's failure to provide information the Union needed to fully implement and administer the contract, providing late and inaccurate contributions to the IATSE National Health and Annuity Plans, and failing to pay employees for certain expenses owed to them. Earlier this year, the IA settled these violations and the settlement awarded monies to crew members for payments due to them. The Company agreed to turnover the information needed to administer the IA's contract and agreed to cease its unfair practices. Now that the unfair labor practices have been settled, a rerun election will be held.

Under the terms of the IATSE's contract, over 100 people who would not otherwise have employer-subsidized health insurance now have coverage under the IATSE National Health plan. And for the first time in memory, employees received general wage increases because of our contract. We have an involved and committed group of stewards and craft leaders in the unit who represent employees at job sites and in negotiations. The first contract expired in June 2017 and the IA is actively negotiating with the employer for a successor agreement.

The IATSE also recently petitioned for an NLRB

election to represent technicians working on nationally televised broadcasts of National Hot Rod Association (NHRA) auto races. The IA prevailed in the election by a sizable margin. However, several voters were challenged and the employer filed objections to the election. Separately, the IA has filed unfair labor practice charges in response to several unlawful actions against NHRA employees. The charges are under investigation. The Alliance is confident that it will prevail on all issues and soon negotiate a first contract for these employees.

Under my leadership, with the capable assistance of the Broadcast Department, the IA's regional broadcast local unions have sustained consistent growth and protected the contractual conditions we have secured. In New York, Local 100 has hired a full-time Business Agent and Administrator to serve its ever-expanding membership. Within the past four years in Local 100's jurisdiction, the IA successfully organized the studio employees of the YES Network cable and satellite television channel. Those employees are now covered by an IATSE contract.

In the San Francisco Bay Area of California (including Sacramento), Local 119 has completed several remarkable advancements. It has successfully established a prevailing wage ordinance for broadcast workers in the Bay Area. This is believed to be the first such ordinance in the nation. A full-time business agent now represents the Local and its members. Local 119 recently renegotiated a successor agreement with its largest employer, which sets the industry standard for broadcast workers in this region of California.

Local 317—representing broadcast technicians in Indiana—includes the latest group of workers to organize with the backing of the IATSE's Broadcast Department. For the first time, these technicians are now covered by a union contract when working on regional sports network productions. Their terms and conditions follow the patterns set forth in other IATSE contracts covering Midwestern broadcast work (including those established by the IA's BTN contracts). Our new Indiana members have recently finalized their Constitution and Bylaws and this year they are holding elections for Local 317's first officers. I am pleased to receive them into the IATSE family.

Another new Local—No. 414—has been charted since the last Convention to represent broadcast technicians in the state of Wisconsin. Since its inception, the newly organized Local 414 has expanded its jurisdiction throughout the metropolitan regions of Wisconsin and now has beneficial relationships with several regional crewing contractors and sports networks, including Fox Sports Net Wisconsin and the Big Ten Network. Local 414 has successfully negotiated and ratified its contracts. In 2015, the members implemented the Local's Constitution and elected its first slate of officers.

Local 487 continues to represent regional broadcast technicians of the Mid-Atlantic region (Maryland, Washington D.C., and Virginia). Since the last Convention, Local 487 has appointed an Assistant Business Agent to service members working within its live broadcast crafts. Thanks to their hard work and the addition of that staff member, the Local's broadcast technicians have a record of success and have grown in numbers and in impact.

Within the Southwestern U.S., the IA's talented broadcast technicians hold membership in Locals 600, 695, 700, 748, 795, 796, 800, and 871. As discussed above, representatives of all these Locals recently participated in historic negotiations for the first multiregional IATSE contract covering live productions aired on Fox Sports Networks. I commend the Broadcast Department and the leadership of those Locals, who had the vision and perseverance to unite four separate regional sports agreements into one unified contract. These efforts will strengthen the IATSE's position in these competitive regional markets for years to come.

Local 745 covers the IATSE's broadcast jurisdiction within the state of Minnesota. This Local and its officers have been actively organizing within their territorial area (principally within the Twin Cities of Minneapolis and Saint Paul) over the past four years. Local 745's commendable efforts have resulted in IATSE contracts covering seven new broadcast employers since the last Convention. In addition to live content, with the assistance of the Broadcast Department, Local 745 is also actively organizing in-house broadcast workers at sports facilities. The members have built a strong partnership with Minnesota's stage Local 13. Their solidarity has paid dividends for both Locals.

In Chicago, with the assistance of the Broadcast Department, Local 762 has successfully negotiated new agreements with its largest employer for work on hundreds of annual sporting events.

In the Pacific Northwest, Local 793 joins together IATSE broadcast technicians in the states of Washington and Oregon. Members and local union officers throughout these states have implemented recent changes allowing the local continue to work within this large region as a united group.

In addition to assisting the IATSE's growing broadcast Locals, the Department has more frequently turned its focus toward education and training. The Broadcast Department has identified several key skills that would benefit members working in all manners of live event broadcasting. These initiatives have addressed emerging technological trends and offered IATSE members a competitive edge in challenging marketplaces. For instance, the Department developed a fiber-optic maintenance and handling course that has been administered to IATSE members around the U.S. Optical fiber cables and networks are quickly replacing existing technology in broadcast and other IATSE industries. The Department provides job steward training to any Local that requests it. Plus, the IA has developed standard online reporting procedures for its broadcast stewards. In sum, the IATSE's trainings provide a level of understanding that will keep our broadcast technicians current with the new technology and equip our members to be the most skilled in the industry.

Since the last Convention, representatives of various Locals and the Broadcast Department have also attended the IATSE Officer Institute programs. Building strong local unions requires a willingness to develop administration skills and our broadcast members have heeded the call. These efforts will give our broadcast members the active, engaged, and educated representatives they deserve.

During the past several years, the Broadcast Department has set standards and practices that improve conditions for workers in occupations across the broadcast industry. IATSE collective bargaining agreements have fueled new innovations in wages, benefits, and work practices in a sector that in recent memory was comprised largely of nonunion workers. This evolution could not be possible without a permanent commitment to new organizing. To carry its success forward, the Broadcast Department will continue to assist IATSE Locals, preserve our existing conditions, and turn our goals into reality for more working men and women.

## POLITICAL AND LEGISLATIVE DEPARTMENT

The political and legislative landscape facing the Alliance in the United States and Canada has undergone dramatic changes during the past four years. We have seen legislative attempts to undermine the labor movement. State and federal lawmakers have rallied around anti-union interest groups and generated newfound support for so called "right-to-work" laws and efforts to eliminate or curtail collective bargaining rights. Fewer of our U.S. law makers are willing to address the real problems facing each worker and many seem poised to support efforts to suppress voters and impose massive cuts on the agencies that enforce critical workplace regulations. At the state level in the U.S., workers are under attack in capitals and statehouses at unprecedented levels. Now more than ever, the IATSE needs forceful political participation to ensure that collective bargaining will not further decline in importance because of actions by reckless politicians. I am confident that our strengthened political programs, with the help of our members, has the transformative power necessary to beat back anti-union initiatives and refocus our legislatures on issues that truly have political relevance to the IATSE and working families generally.

A number of the IATSE's experiences over the past four years have demonstrated this. Even during this tumultuous period, we have seen successes resulting from our active and invigorated political agenda. The IA has utilized grassroots political outreach methods to involve members and to assist in educating our peers on the issues at stake for the Alliance and working families. Anti-worker measures have been defeated and pro-worker candidates have been elected. In many instances, the IATSE, its local unions, and members helped bring about those changes. While our political program continues to grow in size and influence each year, that trend must continue in the years ahead. As described below, our political program has engaged members and generated active opposition to harmful policies. However, it still shows great promise for further progress. I encourage all the members of this Alliance to stay politically active in order to realize the full potential of our united political power.

In January 2016, I created a Political and Legislative Department for the United States. A Department Director and Assistant Director work in Washington, D.C. This step has substantially elevated the International's profile at the federal level in the U.S. The two full-time staff members dedicated to these important matters have now made the Alliance a major player in a wide variety of political and legislative matters. The addition of the Department's full-time staff has also brought remarkable energy and an innovative spirit to our existing political efforts.

Virtually daily, the Department monitors proposed federal and state legislation that would affect the entertainment industry in general and our members in particular. The Department's capacity to identify and study legislation—whether promising or harmful for the IATSE—is a crucial first step toward helping to shape the economic future for our workers.

Whenever there are general elections in the U.S., the Department deploys a coordinated outreach effort through the eleven U.S. IATSE districts and their respective secretaries and chairs. This coordinated effort serves as an important means of disseminating pertinent information to our members so they are aware of political candidates' platforms and any announced positions that would have consequences for IATSE workers. Beginning with the most recent federal election cycle, the Department also focused heavily on the critical task of new voter registration. The IATSE is proud that many of our members regularly vote in great numbers. However, our research and data has shown that there are still unregistered members across the U.S. The Department's goal is to progressively grow the number of IATSE members registered to vote during each election cycle. We cannot begin to build support for worker representation, win proworker legislation, or strengthen the IATSE's voice in matters that affect our members unless all our members are regularly visiting their community polling places.

As I reported to you during the 67th Convention, intellectual property and digital theft may gravely threaten the economic wellbeing of thousands of IATSE members. The livelihoods of many of our members hinge on copyrighted movies and television productions. Consequently, digital theft causes immeasurable losses in wages and contributions to our members' fringe benefit plans. Based on its research, the Political Department reports that the political climate in Washington—largely due to the makeup of the U.S. Senate and House of Representatives—is not currently suited to enact legislation regarding digital theft. However, electing candidates in upcoming mid-term elections that would be apt to support intellectual property legislation may change the landscape on this important issue. Meanwhile, the Political Department continues to discuss this matter on periodic visits with lawmakers supportive of our coalition on Capitol Hill. The Department has been instrumental in broadening awareness of this problem and identifying policymaking allies willing to protect IA members.

Immigration is another key topic addressed by the Political Department in its ongoing visits with Washington politicians. The IATSE has noticed in recent years an increasing influx of overseas workers coming to the U.S. to perform integral work (or serve in support roles) on film, television or theatrical projects—which often occur within one of the IATSE's industries. Our U.S. immigration policy allows foreign nationals to obtain visas for those purposes. However, this matter remains important to the Alliance because foreign workers may be exploited to perform jobs that could otherwise be filled by IATSE members. During the last Congress, the IA pushed lawmakers to enact a bipartisan bill that would create greater transparency in the U.S. Citizenship and Immigration's Service's visa application process when these foreign nationals seek to enter the country. The Department will continue to urge that this matter be addressed in future legislation.

Another matter adversely affecting our members is widespread misclassification of workers as independent contractors. This has been a persistent problem throughout the U.S. and statistics show that millions of workers nationally are habitually misclassified. Misclassification adversely affects workers' taxes, unemployment insurance, and retirement and health benefits. It further affects the law-abiding businesses that employ our members because they are forced to compete with employers using an illegal form of cost-cutting. State legislatures and agencies have acted to curb this practice in recent years. As of 2016, thirty-five states have implemented anti-misclassification laws, which increased from thirty in 2013. However, steps to combat employer misclassification can be greatly enhanced by support, legislation, enforcement, and regulatory action at the federal level. As a matter of policy, the IATSE Political Department will continue to urge U.S. lawmakers and officials to secure the economic future of our members by combating employee misclassification.

In another effort to share the IATSE's voice with members of the U.S. Congress, since 2015 the International has played a vital role in a Congressional event called "Beyond the Red Carpet." This annual event on Capitol Hill showcases the motion picture and television industry. Our participation has significantly helped to introduce members of Congress to the vast number of workers employed in various crafts within the industry. Each year, the IA has demonstrated the work of its talented members. In 2015 we showcased IATSE editors, in 2016 cinematographers, and most recently, in 2017 hair and makeup artists.

As I reported to Convention delegates four years ago, we have progressively broadened the scope of our activism—including the IATSE's activism in electoral politics. Since then, we have continually encouraged members to contribute their time and energy to the electoral process. Voter mobilization efforts, door-knocking, phone banking and other supportive operations are critically vital to political campaigns. We have achieved greater participation through the Political Department's mobilization of IATSE members willing to staff campaign efforts. The International has sponsored members who were enlisted to work with the AFL-CIO

in various states during recent election cycles. Between 2012 and 2016 the number of members who have come forward to do so nearly doubled. Numerous IATSE local unions have similarly sponsored their members to work on electoral campaigns. The contributions of these staffers along with the boots-on-the-ground efforts of active IATSE volunteers around the country (running phone banks and knocking on doors in their communities) have had a lasting impact.

In the run-up to the 2016 U.S. presidential election the Political Department's staff traveled to key battleground locations in Philadelphia, Las Vegas, and Orlando. In Philadelphia, the International coordinated its efforts with Local 8's. As a result, the IATSE had a vibrant and effective team of political activists on the ground in Philadelphia. In Las Vegas, Local 720's successful phone bank made over 1,100 calls to IATSE members reminding them to vote and encouraging support for the IATSE and AFL-CIO endorsed candidates. In Orlando, a joint Florida phone bank with Locals 631 and 834 reached over 700 IATSE members. In all three states, our members were ready and willing to work with their IATSE brothers and sisters during the elections. Although the 2016 U.S. outcomes were not what we expected or hoped, I believe the effort of countless IATSE volunteers made our political program an accomplishment. There are many lawmakers now in office who received IATSE support. Without our political activity, we may have seen the election of fewer pro-worker candidates.

As a separate matter, (as also discussed elsewhere in this report) for the fifth consecutive U.S. election cycle (beginning in 2000) production staff responsible for the presidential and vice-presidential debates were covered by the terms of an IATSE collective bargaining agreement. And the International successfully negotiated agreements covering campaign event work on Hilary Clinton's election campaign as well as Bernie Sanders' primary campaign. These agreements proved to be remarkably beneficial for our members, generating a multitude of work hours along the campaign trail. The contracts afforded our members work at vast numbers of campaign stops by the candidates and their respective teams. We will continue to pursue similar contacts with U.S. campaign candidates in the future.

Outside of electoral seasons, communication with our members on political matters is another critical component of our political program. The Political and Legislative Department works with the Communications Department to distribute digital messages through the IATSE website, Twitter, Facebook, and other social media outlets. Over the past four years we have deployed an extraordinary number of correspondences so that members can be knowledgeable about the political and legislative landscape. Often our communications alert members to call their members of Congress as legislation affecting our industry arises. To bolster our political communications, the Political Department has also endeavored to establish a local union coordinator in each IATSE Local in the United States. Over the past four years, Locals have become more engaged than ever before and the number of locals with such a position has grown. However, I urge the Delegates to this Convention to explore this initiative with the Political Department so we may continue to educate our members about the issues and candidates with whom the IATSE should be aligned.

In Canada, the last four years have presented a range of distinct political realities for working people. For the first two years following the IATSE's 67th Convention, labour was fighting for its very existence with a federal Conservative government, which had become increasingly antagonistic to the labour movement and the working men and women we represent. During this period, the IATSE became a more engaged and active member of the Canadian Labour Congress (CLC) and the broader progressive movement. We mobilized our local leaders and members to fight against anti-labour and working family legislation such as Bill C-377 (the so-called Union Transparency Act), the Fair Elections Act (which was anything but), and Bill C-525, which would have crippled the ability of public sector unions to organize.

The International has become more involved in Canadian provincial elections. In every provincial election since the last Convention, the International has worked with our local unions to communicate with members—providing them with information on hot-button issues within their provinces or simply encouraging them to get out the vote. In Ontario, we successfully fought back against Tim Hudak's Conservative agenda and his proposal to introduce the first Canadian version of so-called right-to-work legislation. In Saskatchewan, the IATSE was part of a legal challenge to Bills 5 and 6, introduced by the right-wing Saskatchewan Party, which sought to limit the right to strike. The Supreme Court of Canada since struck down the legislation and in so doing enshrined the right to strike as protected by the Canadian Charter of Rights and Freedoms. Canada saw another shift in 2015 when the New Democratic Party in Alberta was elected, ending a 44-year rule of the Conservative Party there.

In 2015, IATSE political engagement in Canada reached new heights in the federal election, which saw the defeat of the Conservative Party and the election of Prime Minister Justin Trudeau and the Liberal Party of Canada. The IATSE was involved in a remarkable range of activities during that election. For the first time, the IATSE registered as a third party under the Elections Act which gave us greater flexibility in communicating with IA members on election issues. The IATSE and our Locals raised $90,000 in less than two weeks to support Engage Canada, which advocated for progressive, pro-labour policies. The IATSE was an active member of Up for Debate, which pushed for national political leaders to debate women's issues. We were one of the organizing groups that hosted the National Culture Debate. Importantly, our Canadian International Vice Presidents also criss-crossed the country to take part in the CLC Leaders Canvass, which worked with local members to canvass for pro-labour politicians.

While the third-place finish of the New Democratic Party was a disappointment, the defeat of the Conservative Party was a watershed moment. The governing Liberal Party has reached out to Canadian labour organizations and has sought to create a new, respectful relationship. Since taking office, the Liberal Party has repealed repressive legislation, introduced several pro-worker initiatives, enhanced funding for the arts, and—most significantly—introduced the first improvements to the Canada Pension Plan in twenty-five years. While not every decision of the current Canadian government has been supported by labour, it is a far cry from the opposition working people faced under the previous Conservative government.

These were hard-fought victories, which reinforce our belief that political engagement cannot be limited to election seasons. The IATSE engaged a lobbyist to help our efforts and became fully involved in the Canadian political and legislative conversation. The International (and local leaders) take part in an IA lobby day twice each year. This affords us an opportunity to speak with senior politicians of every political stripe to ensure they appreciate the concerns of IATSE members. And our Canadian IATSE officials have been asked to testify before Senate and Parliamentary Committees on various pieces of legislation. The IATSE assumed a lead role in representing organized labour in the lobbying efforts to introduce changes to the Temporary Foreign Worker Program, which was threatening to cause serious harm to the motion picture and television industry in Canada.

Still our work continues. The IATSE is part of a lobbying effort to bring about much needed changes to some of the most restrictive labour and health and safety legislation in the country. Thirteen IA representatives from all regions of Canada took part in national labour lobby days organized by the CLC in 2016 and 2017, and we are engaged in the current federal review of Canada's digital landscape and possible amendments to the Broadcast Act and the Telecommunications Act.

As demonstrated above, our political programs have been visibly transformed in recent years. With the growth of our operations, the IATSE has shown that we can stave off attacks on working families. We can mobilize IA members in electoral politics, push forward legislative priorities, and join our allies to fight attacks against union members at all levels. Our involvement in legislative matters and electoral politics will continue to be critical to the success of the IATSE in both countries. The road before us will be filled with challenges. I encourage all Delegates and members of the IATSE to look ahead. In the coming elections stay informed, volunteer for candidates in your community, register to vote, and compel your fellow members and their families to do so. The more our members participate in the political process, the stronger we become. Our strength will gradually and reliably ensure the continued success of the Alliance.

## IATSE-PAC

In conjunction with our grassroots mobilizations in electoral campaigns, the IATSE continues to maintain its Political Action Committee (PAC), which has now been in existence for nearly two decades. The PAC—which exists for the purposes of making contributions to and expenditures for candidates in electoral politics and addressing urgent political issues—has grown substantially from contributions by IATSE members since the 67th Convention.

During periods surrounding the federal election cycles in 2014 and 2016, the PAC took in over $600,000 in contributions from thousands of members. Due in part to the success of the International's ongoing Stand Up, Fight Back campaign, which was initiated before the last Convention, we have seen an increasing number of sustaining, regular PAC donors. With the monies raised from contributions, the PAC has been able to financially support candidates in prominent U.S. Senate and House of Representatives elections, including (among many others) Senator Tammy Duckworth (D-IL), Senator Maggie Hassan (D-NH), Senator Kamala D. Harris (D-CA), Rep. Keith Ellison (D-MN), Rep. Jerrold Nadler (D-NY), Rep. Judy Chu

(D-CA), and Rep. Ted Deutch (D-FL), who we are privileged to welcome as our guest at this Convention.

I commend all those members who have taken the initiative to contribute to the PAC. However, more must be done to support our favored candidates for elective office. I recommend that the Delegates to this Convention carry the PAC's growth forward. Spread the word that our fundraising efforts must continue. We have incredibly important election seasons ahead of us. We will see the election of a new U.S. Congress in 2018 along with major elections in state and local legislative bodies and executive offices. Many statistics predict that our allies—who support working men and women—will be far more vulnerable than their opponents in these elections.

While the current situation in Washington may seem bleak, the IA is not without friends in both houses of the legislature. Contributions to the PAC allow us to support incumbent members of the House of Representatives and Senate who are crucial to the survival and advancement of organized labor. Furthermore, the PAC allows the Alliance to have important dialogues with political newcomers about matters affecting our members. PAC support often gives the Alliance an opportunity to educate potential legislators about issues that are important to our varied industries.

If we are to continue to succeed with these efforts, we must help the lawmakers who help us. This is a sensible and essential way to protect our interests in the Capital and across the U.S. The PAC encourages local unions to conduct fund raising activities among members and the IATSE-PAC Guidebook for Local Unions remains a resource for plotting a course to do so. Our PAC along with hands-on work of voter registration and outreach are necessary for us to positively affect legislation that will advance and protect the Alliance.

## STATUS OF VARIOUS LOCAL UNIONS

As described elsewhere in this report, the Alliance has gained remarkable increases in total membership in each of the four years since the closing of the 67th Quadrennial Convention. In 2013, there were 116,185 members of the International Alliance. Today the total number has climbed to 134,036—a net increase of 15 percent over the official membership count preceding the 2013 Convention. Coinciding with these noteworthy recent gains in membership, the following is a list of new Locals.

Mergers of local unions and those undergoing jurisdictional changes since the last Convention are also reported below. These mergers are consistent with our continuing efforts to strengthen and protect our existing jurisdictions throughout the United States and Canada. Lending strength to our affiliated Locals will enable them to more effectively represent their members. It should also be noted that under the International Constitution, Article Nineteen, Section 29, the International President has the authority, after a hearing or investigation, and with the approval of the General Executive Board, to effect mergers of local unions where it is found that an existing Local or Locals are unable to discharge their duties properly or that the merger of two or more Locals would be in the best interest of the members of such Locals and the Alliance.

***Newly Chartered Locals:***

| | |
|---|---|
| S-191 | Cedar Rapid-Waterloo-Dubuque, IA |
| S-154 | Ashland, OR |
| TBSE-414 | Milwaukee, Wisconsin |
| TBSE-317 | Indianapolis, IN |

***Mergers:***

| | |
|---|---|
| FAE-767 | Los Angeles, CA merged into Motion Picture Studio Grips Local 80, Hollywood, CA |
| SM-495 | San Diego, CA merged into Stage Local 122, San Diego, CA |
| SM-340 | Nassau and Suffolk Counties, NY merged into Stage Local 1, New York-Westchester-Putnam, Nassau, Suffolk, NY |
| O-182 | Boston-Lynn-Salem-Waltham-Brockton-Plymouth-Cape Cod, MA merged into Stage Local 11, Boston-Lynn-Salem-Waltham-Brockton-Plymouth-Cape Cod, MA |
| EE-838 | Salt Lake City, UT/Southern Idaho merged into Stage Local 99, State of Utah-Boise-Nampa-Caldwell-Twin Falls-Sun Valley, ID |

***Jurisdictional Changes:***

| | |
|---|---|
| S-7 | Denver, CO (for Motion Picture and Television Production in the State of Colorado) |
| SM-484 | States of Texas and Oklahoma |

| | |
|---|---|
| MAHS-798 | States of ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, and Cities of Minneapolis AND Louisville |
| TW, MA &HS-863 | Montreal, QC |
| SM-479 | State of GA and AL (except Mobile, AL and vicinity) |
| SM-478 | State of LA, Southern MS, Mobile, AL and vicinity |

## CONCLUSION

We have always been a union that organizes to build strength. It is a basic truth that if we are to succeed, stay strong, and continue to progress in endeavors on behalf of the membership we must grow. When an employer can use an available and qualified alternative, we suffer in many ways. We exert diminished bargaining power. Our market share decreases and our ability to position ourselves as a central and crucial player is undermined.

Our good employers that work under contracts become less competitive. The instance of an employer's success without us, is a contagious and dangerous environment. So we must organize. We must identify the non-union employers that compete to lower our standards, and raise up the conditions of their workers. We must grow. We must seek out the qualified and certified technicians and artisans who work in our industries, and provide them the protection and prosperity they deserve. Every man and woman deserves the dignity provided by representation by a union.

*(Applause)*

Let there be no confusion. We are the IATSE. *We* are the union that provides security and prosperity for entertainment workers. We are union in our hearts and souls, and we know that those less fortunate, because they have no representation, are our brothers and sisters.

We see the commitment of new members to work on behalf of their unions. They are appreciative that their lives have been changed by joining our family, over 134,000 strong, so their family can be more comfortable and secure. They are good, strong members. They risk their jobs, their livelihood, for what is right, and they fight for the benefits to which all workers should be entitled.

When unrepresented entertainment workers join the IATSE they protect the standards we have worked so hard to establish. A fair wage, a decent retirement, access to healthcare and a safe workplace. Every worker deserves these things and we are obligated to see to it that our members and all those who work in our crafts get them.

We must continue our rich heritage of growth and be bold in embracing the future. Our success hinges upon our willingness and ability to move forward with an eye toward the challenges ahead. We have fared well through the relentless attacks on labor. We have grown while many less fortunate unions have lost members. We have positioned ourselves to succeed by developing tools that have proven essential in powerful representation on behalf of our members. Together we have worked proudly toward a shared vision. A vision that has enhanced our members' safety and skills. A vision that has honed the expertise of our able leadership. A vision that has connected us, activated us and built upon the collective power of this great Alliance.

Our unified vision has embraced growth and strength that it brings. It has brought us credibility and respect and, most importantly, positively benefited our members. It is in this spirit that we march forward to forge an even more potent and powerful IATSE. Thank you.

*(Standing ovation)*

Thank you very much. Thank you, thank you.

PRESIDENT LOEB: Thank you. The Chair recognizes John Gates, Local 481.

DELEGATE JOHN GATES, Local 481: Good morning. Mr. Chairman, I make a motion to refer the Report of the International President to the President's Report Committee.

PRESIDENT LOEB: Thank you. Is there a second?

Microphone No. 1.

DELEGATE NICK KALEDIN, Local 18032: Nick Kaledin, Local 18032. I second that motion.

PRESIDENT LOEB: Thank you. It's moved and seconded to refer the report. Is there any discussion?

Those in favor of the motion to refer, say aye.

Opposed, say no.

Motion is adopted.

The following portions of the President's Report will be referred to the following committees.

References to constitutional amendments on page

6 to be referred to the Constitution Committee.

Convention Transportation and Per Diem Fund, page 6, is referred to the Audit and Finance Committee.

IATSE communications, website, and social media, page 35, is referred to the Special Committee. IATSE Young Workers' Initiative, page 11, is referred to the Special Committee.

IATSE Women's Committee, page 10, is referred to the Special Committee.

Official Bulletin, page 37, is referred to the Special Committee.

Okay. We have a speaker who is not here at this point, but we will continue with the agenda.

I'd like to take this opportunity to welcome three people on the dais with us, and they are retired International Vice Presidents Jack Beckman, Walter Cahill, and Tony DePaulo. You guys, stand up and be recognized.

*(Standing ovation)*

Tremendous work and commitment of these three gentlemen cannot be understated. We all owe them a debt of gratitude for all the work that they've done over the years on behalf of the locals and the membership.

I will continue the practice of asking those of you who are first-time delegates to now stand and be recognized. First-time delegates?

*(Applause)*

Thank you. As first-time delegates, you represent the future of this alliance and we welcome you, and I trust that you will act in the best interests of all of the members in your alliance and capacity as delegates. So, welcome.

The Reading Clerks will now read the names of the Sergeant-at-Arms and Pages.

## ANNOUNCEMENT OF SERGEANTS-AT-ARMS AND PAGES

READING CLERK JASON VERGNANO: Today's Sergeants-at-Arms are Victoria Olson, Local 500; Thomas McLellan, Local 500 and 477; Gary Darling, Local 500 and 477; Fred Schwendel, Local 500 and 477; Helda Pinz, Local 500; David Kent, Local 500 and 477; Edward Gurney, Local 500; Jo Anne Czirr, Local 500; Floyd Black, Local 477, 38, and 500; Greg Kasper, Local 798; Dan Williams, Local 477; Tony Alley, Local 477.

And today's Pages are Apon Nichols, Local 500; and Kevin McKenzie, Local 500.

*(Applause)*

PRESIDENT LOEB: Thank you. Thank you for the work that you're doing on behalf of all of us at the convention.

It has been our tradition to ask convention delegates to give the invocations at the beginning of each session of the convention, and I would ask that any delegate who wishes to volunteer to give an invocation do so by signing up at General Office, Rooms 312 and 313 at the Diplomat Hotel here. And we will give preference to first-time delegates.

The committee lists are posted outside the General Office and also are included in your kits. Check the list to see if you've been appointed to a committee. And the committee meeting schedule is also in the kits.

We'll now hear an announcement of any additions, deletions, and corrections to the committee list. Are there any?

No? Okay.

With respect to the hours of the convention, I would take a motion to refer the hours of the convention to the Rules Committee.

The Chair recognizes Robert Score of Local 1.

DELEGATE ROBERT SCORE, Local 1: Thank you, Mr. President. I would like to make a motion to refer the hours of the convention to the Rules Committee.

PRESIDENT LOEB: Thank you. The Chair recognizes Cindy Jennings, Local 129.

DELEGATE CINDY JENNINGS, Local 129: Motion -- I second that motion.

PRESIDENT LOEB: Thank you.

It's moved and seconded to refer. Is there any discussion?

There being none, all those in favor of the motion to refer, say aye.

Those opposed, say no.

Motion to refer is adopted.

The hours of the convention will be referred to the Rules Committee and reported on at tomorrow's session.

We will now hear the report of the General Secretary-Treasurer.

## REPORT OF THE GENERAL SECRETARY-TREASURER FOR THE 48-MONTH PERIOD MAY 1, 2013 TO APRIL 30, 2017

GENERAL SECRETARY-TREASURER WOOD: Brother and Sister delegates, it is my privilege to present to the 68th Quadrennial Convention the report setting forth the financial condition of the International Alliance for the period May 1, 2013, to April 30, 2017. These reports have been prepared by our auditors from the firm of Schultheis & Panettieri, LLP.

I am pleased to report that the change in net assets of the General Fund before pension liabilities have increased during the following periods by the amount specified:

2014, $276,759;

2015, $1,522,158;

2016, $1,965,727;

2017, $2,896,181.

These increases are largely due to the continued growth in the membership of the Alliance and a close watch on expenses.

The net assets of the Defense Fund as of April 30, 2017, were $12,719,811. The Defense Fund continues to provide assistance in organizing, education, training, and legal defense for our local unions as detailed in the schedules of the Defense Fund expenditures on pages 34 through 37.

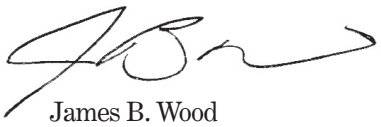
While the General Fund and the Defense Fund are the two primary accounts related to local union activity, the International maintains a number of additional accounting entities, including our building corporations. These include our Canadian office in Toronto, the General Office in New York, and a soon-to-be new West Coast office in Burbank. All of these buildings are accounted for at depreciated values and not market values.

During the four-year period since our last convention, the total net assets of the International have grown from $40,922,863 to $52,141,684, as detailed on pages 38 through 45.

A very sincere note of thanks is extended to the officers and members of our affiliated local unions for their continued support of the Finance Department and our various initiatives. Also, the dedication and skill of my entire staff is most gratefully acknowledged.

I respectfully submit the following report for your acceptance and approval.

Fraaternally,



James B. Wood
General Secretary-Treasurer

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES

COMBINED FINANCIAL STATEMENTS

YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014**

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Independent Auditor's Report

Mr. Matthew D. Loeb, President
International Alliance of Theatrical Stage
Employees, Moving Picture Technicians,
Artists and Allied Crafts of the United States,
Its Territories and Canada and Affiliates

**Report on the Financial Statements**

We have audited the accompanying combined financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists Crafts of the United States, Its Territories and Canada and Affiliates (the "Inte which comprise the combined statements of financial position as of April 30, 2 2015 and 2014, and the related combined statement of activities for the year e 30, 2017 and combined statements of cash flows for the years ended April 2016, 2015 and 2014, and the related notes to the combined financial statem

**Management's Responsibility for the Combined Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally acce United States of America; this includes the design, implementation, and main internal control relevant to the preparation and fair presentation of combine statements that are free from material misstatement, whether due to fraud or

**Auditor's Responsibility**

Our responsibility is to express an opinion on these combined financial statem on our audits. We conducted our audits in accordance with auditing standard accepted in the United States of America. Those standards require that w perform the audit to obtain reasonable assurance about whether the combine statements are free of material misstatement.

An audit involves performing procedures to obtain evidence about the am disclosures in the combined financial statements. The procedures selected the auditor's judgment, including the assessment of the risks of material misst the combined financial statements, whether due to fraud or error. In making statements are free of material misstatement.

An audit involves performing procedures to obtain evidence abo disclosures in the combined financial statements. The procedures the auditor's judgment, including the assessment of the risks of mat

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Opinion**

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2017, 2016, 2015 and 2014, and its changes in net assets for the year ended April 30, 2017 and its cash flows for the years ended April 30, 2017, 2016, 2015 and 2014 in accordance with accounting principles generally accepted in the United States of America.

**Report on Summarized Comparative Information**

We have previously audited the International's April 30, 2016, 2015 and 2014 combined financial statements, and we expressed an unmodified audit opinion on those combined audited financial statements in our reports dated July 27, 2016, July 27, 2015 and September 8, 2014, respectively. In our opinion, the summarized comparative information presented herein as of and for the years ended April 30, 2016, 2015, and 2014 is consistent, in all material respects, with the audited financial statements from which it has been derived.

**Report on Supplemental Information**

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplemental information on pages 32 through 54 is presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

Schultheis & Panettieri LLP

Hauppauge, New York
June 19, 2017



**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINED STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2017, 2016, 2015 AND 2014**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| **Assets** | | | | |
| ***Current assets*** | | | | |
| Cash | $ 2,474,732 | $ 2,668,537 | $ 2,139,824 | $ 2,197,099 |
| Investments - at fair value | 51,787,412 | 48,558,403 | 44,404,711 | 41,251,796 |
| Receivables | | | | |
| Accrued interest and dividends | 130,510 | 130,511 | 121,822 | 147,528 |
| Promissory notes | 29,550 | 54,800 | 61,400 | 74,800 |
| Per capita taxes | 32,000 | 31,000 | 79,000 | 214,000 |
| Other | 163,499 | 134,295 | 218,479 | 320,990 |
| Prepaid expenses | 181,943 | 107,152 | 112,871 | 108,825 |
| **Total current assets** | 54,799,646 | 51,684,698 | 47,138,107 | 44,315,038 |
| **Property and equipment - net** | 19,695,186 | 19,882,752 | 20,455,386 | 20,672,470 |
| **Other assets** | 60,324 | 66,021 | 58,275 | 98,494 |
| **Total assets** | $ 74,555,156 | $ 71,633,471 | $ 67,651,768 | $ 65,086,002 |
| ***Liabilities and Net assets*** | | | | |
| ***Current liabilities*** | | | | |
| Accounts payable and accrued expenses | $ 419,891 | $ 297,145 | $ 593,793 | $ 447,864 |
| Tenant deposit payable | 27,765 | 27,765 | 35,680 | 24,231 |
| Other | 93,348 | 90,839 | - | - |
| **Total current liabilities** | 541,004 | 415,749 | 629,473 | 472,095 |
| **Deferred compensation plan** | 11,952,088 | 14,156,840 | 12,583,745 | 15,135,839 |
| **Deferred income** | 8,510,000 | 8,796,000 | 7,682,000 | 7,024,000 |
| **Employers' bonds** | 1,410,380 | 1,497,629 | 1,333,554 | 1,531,205 |
| **Total liabilities** | 22,413,472 | 24,866,218 | 22,228,772 | 24,163,139 |
| ***Net assets*** | | | | |
| Unrestricted | 51,738,038 | 46,178,196 | 45,080,456 | 40,712,248 |
| Temporarily restricted | 403,646 | 589,057 | 342,540 | 210,615 |
| **Total net assets** | 52,141,684 | 46,767,253 | 45,422,996 | 40,922,863 |
| **Total liabilities and net assets** | $ 74,555,156 | $ 71,633,471 | $ 67,651,768 | $ 65,086,002 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINED STATEMENT OF ACTIVITIES**

**YEAR ENDED APRIL 30, 2017**

**(WITH COMPARATIVE TOTALS FOR 2016, 2015 AND 2014)**

| | 2017 | | | | | |
|---|---|---|---|---|---|---|
| | Unrestricted | Temporarily Restricted | Total | 2016 | 2015 | 2014 |
| ***Revenue*** | | | | | | |
| Per capita taxes and assessments | $ 26,136,787 | $ - | $ 26,136,787 | $ 24,505,674 | $ 22,873,809 | $ 22,433,298 |
| Political action contributions | - | 451,302 | 451,302 | 380,177 | 346,014 | 327,505 |
| Processing fees | 2,107,950 | - | 2,107,950 | 1,879,692 | 1,632,347 | 1,506,350 |
| Supplies and other | 55,090 | - | 55,090 | 55,872 | 61,000 | 43,791 |
| Rent | 194,790 | - | 194,790 | 255,591 | 368,974 | 369,207 |
| Royalty income | 243,571 | - | 243,571 | 185,904 | 163,487 | 265,458 |
| Other | 84,084 | - | 84,084 | 81,742 | 172,149 | 352,866 |
| Net assets released from restrictions: | | | | | | |
| Satisfaction of program restrictions | 636,713 | (636,713) | - | - | - | - |
| **Total revenue** | 29,458,985 | (185,411) | 29,273,574 | 27,344,652 | 25,617,780 | 25,298,475 |
| ***Expenses*** | | | | | | |
| Program services | 18,461,021 | - | 18,461,021 | 18,172,524 | 17,810,204 | 21,355,972 |
| Management and general | 7,480,958 | - | 7,480,958 | 6,375,999 | 6,048,332 | 6,141,662 |
| **Total expenses** | 25,941,979 | - | 25,941,979 | 24,548,523 | 23,858,536 | 27,497,634 |
| **Change in net assets before pension liabilities** | 3,517,006 | (185,411) | 3,331,595 | 2,796,129 | 1,759,244 | (2,199,159) |
| **Other changes** | | | | | | |
| Investment income | (161,916) | - | (161,916) | 121,223 | 188,796 | (222,785) |
| Pension related changes other than benefit costs | 2,204,752 | - | 2,204,752 | (1,573,095) | 2,552,093 | 5,141,177 |
| **Change in net assets** | 5,559,842 | (185,411) | 5,374,431 | 1,344,257 | 4,500,133 | 2,719,233 |
| **Net assets** | | | | | | |
| Beginning of year | 46,178,196 | 589,057 | 46,767,253 | 45,422,996 | 40,922,863 | 38,203,630 |
| End of year | $ 51,738,038 | $ 403,646 | $ 52,141,684 | $ 46,767,253 | $ 45,422,996 | $ 40,922,863 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINED STATEMENTS OF CASH FLOWS**

**YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| ***Cash Flow from Operating Activities:*** | | | | |
| **Change in net assets** | $ 5,374,431 | $ 1,344,257 | $ 4,500,133 | $ 2,719,233 |
| **Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:** | | | | |
| Depreciation | 709,748 | 751,502 | 807,365 | 834,908 |
| Net (appreciation) depreciation in fair value of investments | (506,490) | (313,772) | (917,377) | 509,802 |
| Receivable - Accrued interest and dividends | 1 | (8,689) | 25,706 | 23,693 |
| Receivable - Promissory notes | 25,250 | 6,600 | 13,400 | 15,800 |
| Receivable - Per capita taxes | (1,000) | 48,000 | 135,000 | (214,000) |
| Receivable - Other | (29,204) | 84,184 | 102,511 | 13,328 |
| Prepaid expenses | (74,791) | 5,719 | (4,046) | 57,131 |
| Other assets | 5,697 | (7,746) | 40,219 | (47,260) |
| Accounts payable and accrued expenses | 122,746 | (296,648) | 145,929 | (788,814) |
| Payroll withholdings | - | - | - | (89,592) |
| Tenants' security deposits | - | (7,915) | 11,449 | (4,995) |
| Other current liabilities | 2,508 | 90,839 | - | - |
| Deferred compensation plan | (2,204,752) | 1,573,095 | (2,552,094) | (5,141,177) |
| Deferred income | (286,000) | 1,114,000 | 658,000 | 611,611 |
| Employers' bonds | (87,249) | 164,075 | (197,651) | 258,679 |
| Currency translation adjustment | 1,037,134 | 569,637 | 1,189,177 | 202,737 |
| **Net cash provided by (used in) operating activities** | 4,088,029 | 5,117,138 | 3,957,721 | (1,038,916) |
| ***Cash flows from Investing Activities:*** | | | | |
| Purchase of investments | (61,962,622) | (58,087,567) | (45,533,278) | (34,170,776) |
| Sale of investments | 58,202,971 | 53,678,010 | 42,108,562 | 37,039,458 |
| Purchase of property and equipment | (522,183) | (178,868) | (590,280) | (1,381,701) |
| **Net cash provided by (used in) investing activities** | (4,281,834) | (4,588,425) | (4,014,996) | 1,486,981 |
| **Net increase (decrease) in cash** | (193,805) | 528,713 | (57,275) | 448,065 |
| **Cash** | | | | |
| Beginning of year | 2,668,537 | 2,139,824 | 2,197,099 | 1,749,034 |
| End of year | $ 2,474,732 | $ 2,668,537 | $ 2,139,824 | $ 2,197,099 |

***Supplemental cash flow information:***
There were no cash outlays for interest or income taxes during the years ended April 30, 2017, 2016, 2015 and 2014.

**Note 1 - Description of Organization and Significant Accounting Policies**

***General***

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The combined financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly-owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non-share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.

Management has evaluated subsequent events through the date of the auditor's report, the date the financial statements were available to be issued.



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**Note 1 - Description of Organization and Significant Accounting Policies (cont'd)**

***Basis of accounting***

The financial statements are presented on the accrual basis of accounting.

***Fund accounting***

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been combined for financial statement purposes.

***Canadian exchange***

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the combined statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the combined statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the combined statement of activities.

***Use of estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

**Note 1 - Description of Organization and Significant Accounting Policies (cont'd)**

***Administrative expense allocation***

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services include salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2017, 2016, 2015 and 2014 was $291,088, $243,207, $258,723 and $90,142, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2017, 2016, 2015 and 2014 was $311,862, $366,885, $276,124 and $259,650, respectively. This amount is included in employee benefits in the combined schedule of expenses.

***Functional allocation of expenses***

The cost of providing the various programs and other activities has been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated between the programs and supporting services benefited.

***Inventory***

The International maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of the items held.

***Valuation of investments***

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.



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**Note 2 – Cash**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Interest bearing | $ 1,785,841 | $ 1,951,594 | $ 1,713,705 | $ 1,917,443 |
| Non-interest bearing | 688,891 | 716,943 | 426,119 | 279,656 |
| Total | $ 2,474,732 | $ 2,668,537 | $ 2,139,824 | $ 2,197,099 |

At times throughout the years the International may have, on deposit in banks, amounts in excess of FDIC insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

**Note 3 – Investments**

Investments consist of the following:

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Interest bearing cash | $ - | $ - | $ - | $ 303,678 |
| Certificates of deposit | 4,900,640 | 4,102,996 | 3,710,507 | 2,867,366 |
| Government securities | 21,137,379 | 25,510,180 | 23,084,504 | 22,238,605 |
| Corporate debt instruments | 10,660,964 | 9,995,919 | 10,787,726 | 10,136,549 |
| Registered investment companies | 14,992,693 | 8,872,872 | 6,710,875 | 5,532,808 |
| Non-publicly traded stock | 95,736 | 76,436 | 111,099 | 172,790 |
| Total | $ 51,787,412 | $ 48,558,403 | $ 44,404,711 | $ 41,251,796 |

Investment income (loss) consists of the following:

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Interest and dividends | $ 582,620 | $ 601,929 | $ 634,235 | $ 702,980 |
| Net appreciation (depreciation) in fair value | 506,490 | 313,772 | 917,377 | (509,802) |
| Currency translation gain (loss) | (1,037,134) | (569,637) | (1,189,177) | (202,737) |
| Less: investment expenses | (213,892) | (224,841) | (173,639) | (213,226) |
| Total | $ (161,916) | $ 121,223 | $ 188,796 | $ (222,785) |

**Note 4 - Board designated investments**

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2017, 2016, 2015 and 2014 was $1,615,925, $1,506,157, $663,410, and $357,500 respectively. The fair value of the International's investment in the building reserve as of April 30, 2017, 2016, 2015 and 2014 was $4,277,690, $2,662,160, $1,152,435 and $483,623, respectively. This amount is included in the investments at fair value in the combined statements of financial position. On May 2, 2017, $3,000,000 was withdrawn from the building reserve and transferred to the Realty Corp. for the purchase of a new building as disclosed in more detail in Note 18 – Subsequent event.

**Note 5 - Fair value measurements**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Interest bearing cash: Valued at cost.



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**Note 5 - Fair value measurements (cont'd)**

Certificates of deposit, government securities, corporate debt instruments and registered investment companies: Valued at the closing price reported in the active market in which the securities are traded.

Non-publicly traded stock: Valued at the closing net asset value of shares as reported by independent third party valuation.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2017, with fair value measurements on a recurring basis:

| | 2017 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Cash and cash equivalents** | $ 4,900,640 | $ 4,900,640 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| Government securities | | | | |
| U.S. treasury securities | 17,988,662 | 17,988,662 | - | - |
| Mortgage backed securities | 1,531,826 | - | 1,531,826 | - |
| Foreign government securities | 1,616,891 | - | 1,616,891 | - |
| Corporate debt instruments | | | | |
| Domestic corporate bonds | 10,163,060 | - | 10,163,060 | - |
| Foreign corporate bonds | 497,904 | - | 497,904 | - |
| Registered investment companies | | | | |
| Money market mutual funds | 13,311,667 | 13,311,667 | - | - |
| Fixed income mutual funds | 1,681,026 | 1,681,026 | - | - |
| **Investments at estimated fair value** | | | | |
| Other investments | | | | |
| Non-publicly traded stock | 95,736 | - | - | 95,736 |
| Total | $ 51,787,412 | $ 37,881,995 | $ 13,809,681 | $ 95,736 |

**Note 5 - Fair value measurements (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2016, with fair value measurements on a recurring basis:

| | 2016 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Cash and cash equivalents** | $ 4,102,996 | $ 4,102,996 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| Government securities | | | | |
| U.S. treasury securities | 21,888,069 | 21,888,069 | - | - |
| Mortgage backed securities | 1,990,587 | - | 1,990,587 | - |
| Foreign government securities | 1,631,524 | - | 1,631,524 | - |
| Corporate debt instruments | | | | |
| Domestic corporate bonds | 9,090,613 | - | 9,090,613 | - |
| Foreign corporate bonds | 905,306 | - | 905,306 | - |
| Registered investment companies | | | | |
| Money market mutual funds | 7,308,971 | 7,308,971 | - | - |
| Fixed income mutual funds | 1,563,901 | 1,563,901 | - | - |
| **Investments at estimated fair value** | | | | |
| Other investments | | | | |
| Non-publicly traded stock | 76,436 | - | - | 76,436 |
| Total | $ 48,558,403 | $ 34,863,937 | $ 13,618,030 | $ 76,436 |

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**Note 5 - Fair value measurements (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2015, with fair value measurements on a recurring basis:

| | 2015 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Cash and cash equivalents** | $ 3,710,507 | $ 3,710,507 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| Government securities | | | | |
| U.S. treasury securities | 18,955,156 | 18,955,156 | - | - |
| Mortgage backed securities | 2,494,533 | | 2,494,533 | - |
| Foreign government securities | 1,634,815 | | 1,634,815 | - |
| Corporate debt instruments | | | | |
| Domestic corporate bonds | 9,421,829 | | 9,421,829 | - |
| Foreign corporate bonds | 1,365,897 | | 1,365,897 | - |
| Registered investment companies | | | | |
| Money market mutual funds | 5,257,042 | 5,257,042 | - | - |
| Fixed income mutual funds | 1,453,833 | 1,453,833 | - | - |
| **Investments at estimated fair value** | | | | |
| Other investments | | | | |
| Non-publicly traded stock | 111,099 | - | - | 111,099 |
| Total | $ 44,404,711 | $ 29,376,538 | $ 14,917,074 | $ 111,099 |

**Note 5 - Fair value measurements (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2014, with fair value measurements on a recurring basis:

| | 2014 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Cash and cash equivalents** | $ 3,171,044 | $ 3,171,044 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| Government securities | | | | |
| U.S. treasury securities | 17,736,565 | 17,736,565 | - | - |
| Mortgage backed securities | 2,888,820 | - | 2,888,820 | - |
| Foreign government securities | 1,613,220 | - | 1,613,220 | - |
| Corporate debt instruments | | | | |
| Domestic corporate bonds | 8,391,412 | - | 8,391,412 | - |
| Foreign corporate bonds | 1,745,137 | - | 1,745,137 | - |
| Registered investment companies | | | | |
| Money market mutual funds | 4,231,132 | 4,231,132 | - | - |
| Fixed income mutual funds | 1,301,676 | 1,301,676 | - | - |
| **Investments at estimated fair value** | | | | |
| Other investments | | | | |
| Non-publicly traded stock | 172,790 | - | - | 172,790 |
| Total | $ 41,251,796 | $ 26,440,417 | $ 14,638,589 | $ 172,790 |



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**Note 5 - Fair value measurements (cont'd)**

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2017:

| Description | Total | Non-publicly traded stock |
|---|---|---|
| **Opening balance** | $ 76,436 | $ 76,436 |
| Total investment income included in changes in net assets | 19,297 | 19,297 |
| **Closing balance** | $ 95,733 | $ 95,733 |
| Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period | $ 19,297 | $ 19,297 |

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2016:

| Description | Total | Non-publicly traded stock |
|---|---|---|
| **Opening balance** | $ 111,099 | $ 111,099 |
| Total investment income included in changes in net assets | (34,663) | (34,663) |
| **Closing balance** | $ 76,436 | $ 76,436 |
| Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period | $ (34,663) | $ (34,663) |

**Note 5 - Fair value measurements (cont'd)**

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2015:

| Description | Total | Non-publicly traded stock |
|---|---|---|
| **Opening balance** | $ 172,790 | $ 172,790 |
| Total investment income included in changes in net assets | (61,691) | (61,691) |
| **Closing balance** | $ 111,099 | $ 111,099 |
| Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period | $ (61,691) | $ (61,691) |

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2014:

| Description | Total | Non-publicly traded stock |
|---|---|---|
| **Opening balance** | $ 172,790 | $ 172,790 |
| Total investment income included in changes in net assets | - | - |
| **Closing balance** | $ 172,790 | $ 172,790 |
| Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period | $ - | $ - |

Total gains or losses for the period attributable to the change in unrealized gains or losses relating to assets still held at the reporting date are included in the "Investment income" category in the Combined Statement of Activities.



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**Note 6 - Risks and uncertainties**

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Contributions to and the actuarial present values of the Pension Fund are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

**Note 7 - Promissory notes**

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2017, 2016, 2015 and 2014.

Following is a summary of outstanding promissory notes as of April 30th:

| Local No. | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| 55 | $ - | $ 500 | $ 2,500 | $ 6,000 |
| 153 | - | 9,000 | 9,000 | 9,000 |
| 369 | 4,050 | 5,400 | - | - |
| 423 | - | - | 2,800 | 6,800 |
| 707 | - | 8,400 | 9,600 | 10,000 |
| 822 | 25,500 | 31,500 | 37,500 | 43,000 |
| Total | $ 29,550 | $ 54,800 | $ 61,400 | $ 74,800 |

**Note 8 - Property and equipment**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Land | $ 3,865,543 | $ 3,865,543 | $ 3,865,543 | $ 3,865,543 |
| Building and improvements | 18,147,369 | 17,625,186 | 17,512,937 | 17,017,762 |
| Furniture and equipment | 2,785,036 | 2,785,036 | 2,746,624 | 2,690,708 |
| | 24,797,948 | 24,275,765 | 24,125,104 | 23,574,013 |
| Less accumulated depreciation | 5,102,762 | 4,393,013 | 3,669,718 | 2,901,543 |
| Property and equipment - net | $ 19,695,186 | $ 19,882,752 | $ 20,455,386 | $ 20,672,470 |

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2017, 2016, 2015 and 2014 was $709,748, $751,502, $807,365 and $834,908, respectively, computed using the straight-line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

**Note 9 - Per capita tax**

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

| | Quarterly Stamp Allocation | | | | |
|---|---|---|---|---|---|
| Period | Cost of One Quarterly Stamp | General Fund | Defense Fund | Convention and Per Diem Fund | Richard Walsh/Alfred W. DiTolla/Harold Spivak Foundation |
| Jan. 1, 2017 - April 30, 2017 | $ 54.00 | $ 47.75 | $ 4.00 | $ 2.00 | $ 0.25 |
| Jan. 1, 2016 - Dec. 31, 2016 | 53.00 | 46.75 | 4.00 | 2.00 | 0.25 |
| Jan. 1, 2015 - Dec. 31, 2015 | 51.00 | 44.75 | 4.00 | 2.00 | 0.25 |
| Jan. 1, 2014 - Dec. 31, 2014 | 50.00 | 43.75 | 4.00 | 2.00 | 0.25 |
| Jan, 1, 2013 - Dec. 31, 2013 | 48.00 | 41.75 | 4.00 | 2.00 | 0.25 |



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**Note 10 - Rent income**

The Realty Corp., the International Building Corp. and the General Building Corp. are lessors under six commercial leases, which expire during various dates ranging from fiscal 2018 through 2022.

Future annual rental income under noncancelable leases are as follows:

| | |
|---|---|
| 2018 | $ 190,189 |
| 2019 | 149,328 |
| 2020 | 37,290 |
| 2021 | 38,222 |
| 2022 | 3,192 |
| Total | $ 418,221 |

Total rent income received for the years ended April 30, 2017, 2016, 2015 and 2014 was $194,790, $255,591, $368,974 and $369,207, respectively.

**Note 11 - Royalty income**

The International has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL-CIO. The annual royalties received by the International for the years ended April 30, 2017, 2016, 2015 and 2014 were $243,571, $185,904, $163,487 and $265,458, respectively. The term of the existing agreement expires on December 31, 2022.

**Note 12 - Employee 401(k) Savings Plan**

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 25% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

**Note 13 - Multiemployer plan that provides postretirement benefits other than pension**

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2017, 2016, 2015 and 2014 were $2,459,664, $2,226,600, $2,123,811 and $1,931,058, respectively.

**Note 14 - Staff pension plan**

Employees of the International receive retirement benefits from the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund is valued on April 30th of each year.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure a plan's assets and its obligations that determine its funded status as of the end of the employer's fiscal year.



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**Note 14 - Staff pension plan (cont'd)**

The following tables set forth the funded status of the Pension Fund as provided by the Pension Fund's actuaries at April 30, 2017, 2016, 2015 and 2014:

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| **Change in projected benefit obligation** | | | | |
| Projected benefit obligation at beginning of year | $ 45,023,611 | $ 42,120,200 | $ 41,056,281 | $ 42,593,057 |
| Service cost | 1,413,684 | 1,346,333 | 1,242,841 | 1,617,196 |
| Interest cost | 2,024,644 | 1,903,710 | 1,778,216 | 1,662,729 |
| Actuarial loss (gain) | 928,809 | 1,025,410 | (706,959) | (3,508,926) |
| Benefits paid | (1,550,749) | (1,372,042) | (1,250,179) | (1,307,775) |
| Projected benefit obligation at end of year | 47,839,999 | 45,023,611 | 42,120,200 | 41,056,281 |
| **Change in fair value of plan assets** | | | | |
| Fair value of plan assets at beginning of year | 30,866,771 | 29,536,455 | 25,920,442 | 22,316,041 |
| Actual return on plan assets | 3,323,889 | (273,642) | 2,010,192 | 2,056,176 |
| Employer contributions | 3,248,000 | 2,976,000 | 2,856,000 | 2,856,000 |
| Benefits paid | (1,550,749) | (1,372,042) | (1,250,179) | (1,307,775) |
| Fair value of plan assets at end of year | 35,887,911 | 30,866,771 | 29,536,455 | 25,920,442 |
| Fair value of plan assets | 35,887,911 | 30,866,771 | 29,536,455 | 25,920,442 |
| Projected benefit obligation | 47,839,999 | 45,023,611 | 42,120,200 | 41,056,281 |
| Funded status at end of year | $ (11,952,088) | $ (14,156,840) | $ (12,583,745) | $ (15,135,839) |

**Amounts included in unrestricted net assets consist of:**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Accrued pension liability | $ 11,952,088 | $ 14,156,840 | $ 12,583,745 | $ 15,135,839 |

**Note 14 - Staff pension plan (cont'd)**

**Net periodic pension cost (credit) includes the following components:**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Service cost | $ 1,413,684 | $ 1,346,333 | $ 1,242,841 | $ 1,617,196 |
| Interest cost | 2,024,644 | 1,903,710 | 1,778,216 | 1,662,729 |
| Expected return on plan assets | (2,375,531) | (2,273,563) | (1,998,224) | (1,739,652) |
| Amortization of unrecognized prior service cost (credit) | 17,374 | 17,374 | 17,374 | 23,274 |
| Amortization of unrecognized transition asset (liability) | - | - | - | - |
| Amortization of net loss/ (gain) | 1,311,862 | 1,052,045 | 1,063,783 | 1,712,649 |
| Net periodic pension cost (credit) | $ 2,392,033 | $ 2,045,899 | $ 2,103,990 | $ 3,276,196 |

The plan sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Combined Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

**Amounts that have not yet been recognized as components of net periodic benefit pension cost:**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Unrecognized prior service cost (credit) | $ 16,067 | $ 33,441 | $ 50,815 | $ 68,189 |
| Unrecognized net actuarial loss (gain) | 14,804,879 | 16,136,290 | 13,615,720 | 15,398,430 |
| Unrecognized transition asset (liability) | - | - | - | - |
| Total unrecognized components | $ 14,820,946 | $ 16,169,731 | $ 13,666,535 | $ 15,466,619 |



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**Note 14 - Staff pension plan (cont'd)**

**Estimated amounts to be amortized into net periodic benefit pension cost over the next year are as follows:**

**Assumptions used to determine benefit obligations are as follows:**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Discount rate | 4.50% | 4.50% | 4.50% | 4.50% |
| Rate of compensation increases | 3.25% | 3.25% | 3.25% | 4.00% |
| Measurement date | 4/30/2017 | 4/30/2016 | 4/30/2015 | 4/30/2014 |

**Assumptions used to determine the net periodic pension cost are as follows:**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Discount rate | 4.50% | 4.50% | 4.50% | 4.00% |
| Rate of compensation increases | 3.25% | 3.25% | 3.25% | 4.00% |
| Long-term rate of return on assets | 7.50% | 7.50% | 7.50% | 7.50% |
| Measurement date | 4/30/2017 | 4/30/2016 | 4/30/2015 | 4/30/2014 |

**Additional year end information:**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Projected benefit obligation | $ 47,839,999 | $ 45,023,611 | $ 42,120,200 | $ 41,056,281 |
| Accumulated benefit obligation | 42,270,893 | 39,411,783 | 36,828,013 | 34,770,466 |
| Fair value of plan assets | 35,887,911 | 30,866,771 | 29,536,455 | 25,920,442 |

**Note 14 - Staff pension plan (cont'd)**

**Plan Assets – At April 30th, allocation of the Pension Fund assets were as follows:**

| | Target allocation range | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|---|
| Equity securities | 30% - 65% | 56% | 52% | 53% | 53% |
| Fixed income | 20% - 55% | 28% | 35% | 33% | 33% |
| Alternative investments | 5% - 30% | 9% | 5% | 6% | 5% |
| Cash & equivalents | 0% - 12% | 7% | 8% | 8% | 9% |
| Total assets | | 100% | 100% | 100% | 100% |

The Pension Fund has investment guidelines that seek capital preservation and long term growth. The investment guidelines are designed to create an investment portfolio which will attain total returns equal to or in excess of applicable benchmarks and actuarial assumptions while adequately supporting ongoing cash flow requirements of the Pension Fund. The guidelines require all assets of the portfolio to be marketable and selected with due care, skill, and diligence.

To develop the expected long-term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.50% long-term rate on assets assumption for the years ended April 30, 2017, 2016, 2015 and 2014.



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NOTES TO COMBINED FINANCIAL STATEMENTS

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**Note 14 - Staff pension plan (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2017, with fair value measurements on a recurring basis:

| | 2017 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Interest bearing cash** | $ 2,644,461 | $ 2,644,461 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| U.S. government securities | | | | |
| U.S. treasury securities | 1,109,182 | 1,109,182 | - | - |
| Mortgage backed securities | 2,503,472 | - | 2,503,472 | - |
| Corporate debt instruments | | | | |
| A or above credit rating | 45,066 | - | 45,066 | - |
| Below A credit rating | 794,134 | - | 794,134 | - |
| Corporate stock | | | | |
| Large cap sector rotator | 3,384,238 | 3,384,238 | - | - |
| Large cap value | 4,716,798 | 4,716,798 | - | - |
| Large cap growth | 3,266,348 | 3,266,348 | - | - |
| International value | 2,737,051 | 2,737,051 | - | - |
| All cap core | 3,912,525 | 3,912,525 | - | - |
| Large cap core | 1,511,192 | 1,511,192 | - | - |
| Registered investment companies | | | | |
| Fixed income & mortgage backed securities | 5,569,138 | 5,569,138 | - | - |
| Alternative | 1,164,748 | 1,164,748 | - | - |
| Emerging markets | 419,780 | 419,780 | - | - |
| Smal cap value | 535,122 | 535,122 | - | - |
| Domestic realty | 695,340 | 695,340 | - | - |
| International realty | 274,423 | 274,423 | - | - |
| **Investments at estimated fair value** | | | | |
| Partnership/joint venture interests | 604,893 | - | - | 604,893 |
| Total | $ 35,887,911 | $ 31,940,346 | $ 3,342,672 | $ 604,893 |

**Note 14 - Staff pension plan (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2016, with fair value measurements on a recurring basis:

| | 2016 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Interest bearing cash** | $ 2,487,512 | $ 2,487,512 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| U.S. government securities | | | | |
| U.S. treasury securities | 1,596,151 | 1,596,151 | - | - |
| Mortgage backed securities | 1,306,276 | - | 1,306,276 | - |
| Corporate debt instruments | | | | |
| A or above credit rating | 336,222 | - | 336,222 | - |
| Below A credit rating | 767,180 | - | 767,180 | - |
| Corporate stock | | | | |
| Large cap sector rotator | 2,858,135 | 2,858,135 | - | - |
| Large cap value | 4,227,340 | 4,227,340 | - | - |
| Large cap growth | 3,068,757 | 3,068,757 | - | - |
| International value | 2,119,892 | 2,119,892 | - | - |
| All cap core | 3,776,557 | 3,776,557 | - | - |
| Registered investment companies | | | | |
| Global flexible portfolio | 1,726,852 | 1,726,852 | - | - |
| Fixed income & mortgage backed securities | 4,954,188 | 4,954,188 | - | - |
| Alternative | 624,967 | 624,967 | - | - |
| Emerging markets | 288,499 | 288,499 | - | - |
| **Investments at estimated fair value** | | | | |
| Partnership/joint venture Interests | 728,243 | - | - | 728,243 |
| Total | $ 30,866,771 | $ 27,728,850 | $ 2,409,678 | $ 728,243 |

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NOTES TO COMBINED FINANCIAL STATEMENTS

YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014

**Note 14 - Staff pension plan (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2015, with fair value measurements on a recurring basis:

| | 2015 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Interest bearing cash** | $ 2,455,792 | $ 2,455,792 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| U.S. government securities | | | | |
| U.S. treasury securities | 1,877,578 | 1,877,578 | - | - |
| Mortgage backed securities | 1,119,268 | - | 1,119,268 | - |
| Corporate debt instruments | | | | |
| A or above credit rating | 335,078 | - | 335,078 | - |
| Below A credit rating | 626,196 | - | 626,196 | - |
| Corporate stock | | | | |
| Large cap sector rotator | 2,413,344 | 2,413,344 | - | - |
| Large cap value | 4,120,907 | 4,120,907 | - | - |
| Large cap growth | 3,026,100 | 3,026,100 | - | - |
| International value | 2,027,396 | 2,027,396 | - | - |
| All cap core | 4,176,398 | 4,176,398 | - | - |
| Registered investment companies | | | | |
| Global flexible portfolio | 1,815,333 | 1,815,333 | - | - |
| Fixed income & mortgage backed securities | 3,434,089 | 3,434,089 | - | - |
| High yield corporate bonds | 393,205 | 393,205 | | |
| Alternative | 665,862 | 665,862 | - | - |
| Emerging markets | 202,828 | 202,828 | - | - |
| **Investments at estimated fair value** | | | | |
| Partnership/joint venture interests | 847,081 | - | - | 847,081 |
| Total | $ 29,536,455 | $ 26,608,832 | $ 2,080,542 | $ 847,081 |

**Note 14 - Staff pension plan (cont'd)**

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2014, with fair value measurements on a recurring basis:

| | 2014 | Level 1 | Level 2 | Level 3 |
|---|---|---|---|---|
| **Interest bearing cash** | $ 2,444,505 | $ 2,444,505 | $ - | $ - |
| **Investments at fair value as determined by quoted market price** | | | | |
| U.S. government securities | | | | |
| U.S. treasury securities | 1,981,317 | 1,981,317 | - | - |
| Mortgage backed securities | 1,097,571 | - | 1,097,571 | - |
| Corporate debt instruments | | | | |
| A or above credit rating | 329,168 | - | 329,168 | - |
| Below A credit rating | 630,939 | - | 630,939 | - |
| Corporate stock | | | | |
| Large cap sector rotator | 2,047,439 | 2,047,439 | - | - |
| Large cap value | 3,770,746 | 3,770,746 | - | - |
| Large cap growth | 2,498,817 | 2,498,817 | - | - |
| International value | 1,771,942 | 1,771,942 | - | - |
| All cap core | 3,681,899 | 3,681,899 | - | - |
| Registered investment companies | | | | |
| Global flexible portfolio | 1,716,300 | 1,716,300 | - | - |
| Fixed income & mortgage backed securities | 1,406,680 | 1,406,680 | - | - |
| High yield corporate bonds | 1,259,407 | 1,259,407 | - | - |
| **Investments at estimated fair value** | | | | |
| Partnership/joint venture interests | 1,283,712 | - | - | 1,283,712 |
| Total | $ 25,920,442 | $ 22,579,052 | $ 2,057,678 | $ 1,283,712 |

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NOTES TO COMBINED FINANCIAL STATEMENTS

YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014

**Note 14 - Staff pension plan (cont'd)**

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2017:

| Description | Total | Partnership/joint venture interests |
|---|---|---|
| **Opening balance** | $ 728,243 | $ 728,243 |
| Total investment income | 8,930 | 8,930 |
| Sales | (132,280) | (132,280) |
| **Closing balance** | $ 604,893 | $ 604,893 |
| Change in unrealized gains or losses for the period included in earning (or changes in net assets) for assets held at the end of the reporting period | $ 8,930 | $ 8,930 |

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2016:

| Description | Total | Partnership/joint venture interests |
|---|---|---|
| **Opening balance** | $ 847,081 | $ 847,081 |
| Total investment income | - | - |
| Sales | (118,838) | (118,838) |
| **Closing balance** | $ 728,243 | $ 728,243 |
| Change in unrealized gains or losses for the period included in earning (or changes in net assets) for assets held at the end of the reporting period | $ - | $ - |

**Note 14 - Staff pension plan (cont'd)**

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2015:

| Description | Total | Partnership/joint venture interests |
|---|---|---|
| **Opening balance** | $ 1,283,712 | $ 1,283,712 |
| Total investment income | (19,093) | (19,093) |
| Sales | (417,538) | (417,538) |
| **Closing balance** | $ 847,081 | $ 847,081 |
| Change in unrealized gains or losses for the period included in earning (or changes in net assets) for assets held at the end of the reporting period | $ - | $ - |

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2014:

| Description | Total | Partnership/joint venture interests |
|---|---|---|
| **Opening balance** | $ 2,243,914 | $ 2,243,914 |
| Total investment income | 7,832 | 7,832 |
| Sales | (968,034) | (968,034) |
| **Closing balance** | $ 1,283,712 | $ 1,283,712 |
| Change in unrealized gains or losses for the period included in earning (or changes in net assets) for assets held at the end of the reporting period | $ - | $ - |



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NOTES TO COMBINED FINANCIAL STATEMENTS

YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014

**Note 14 - Staff pension plan (cont'd)**

**Contributions**

Contributions for the years ended April 30, 2017, 2016, 2015 and 2014 were $3,559,862, $3,342,885, $3,132,124 and $3,115,650, respectively. These amounts include reimbursed administrative expenses of $311,862, $366,885, $276,124 and 259,650, respectively. Contributions to the Pension Fund are expected to be $3,312,000 for the year ending April 30, 2018.

**Estimated Future Benefit Payments:**

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

| | |
|---|---|
| 2018 | $ 1,971,037 |
| 2019 | 2,047,161 |
| 2020 | 2,223,346 |
| 2021 | 2,188,482 |
| 2022 | 2,235,380 |
| 2023 through 2026 | 13,995,708 |
| Total | $ 24,661,114 |

**Note 15 - Net assets**

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as unrestricted and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as temporarily restricted as they arise from contributions made for the restrictive purpose of this fund.

**Note 16 - Contingencies**

The International is a party to various legal actions and administrative proceedings and subject to various other claims arising in the ordinary course of business. Management of the International believes that the disposition of these actions and proceedings will not have a material adverse effect on the financial position of the International.

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**NOTES TO COMBINED FINANCIAL STATEMENTS**

**YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014**

**Note 17 - Tax status**

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

The International Building Corp. is a Canadian tax exempt not-for-profit Corporation.

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.

**Note 18 – Subsequent event**

On May 4, 2017, the Realty Corp. completed the purchase of the real property located at 2210 West Olive Avenue, Burbank, CA for a total cost of approximately $9,150,000. This cost includes a $275,000 security deposit that is included in property and equipment- net on the combined statements of financial position as of April 30, 2017.



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**COMBINING SCHEDULES OF INVESTMENT INCOME**

**APRIL 30, 2017, 2016, 2015 AND 2014**

| | 2017 | | | |
|---|---|---|---|---|
| | General Fund | Convention Fund | Defense Fund | Total |
| Interest and dividends | $ 367,850 | $ 49,067 | $ 165,702 | $ 582,619 |
| Net appreciation (depreciation) in fair value of investments | 460,213 | 69,383 | (23,106) | 506,490 |
| Currency translation gain (loss) | (837,910) | (134,045) | (65,179) | (1,037,134) |
| Less: Investment expenses | (133,109) | (5,776) | (75,006) | (213,891) |
| Total | $ (142,956) | $ (21,371) | $ 2,411 | $ (161,916) |

| | 2016 | | | |
|---|---|---|---|---|
| | General Fund | Convention Fund | Defense Fund | Total |
| Interest and dividends | $ 386,387 | $ 43,022 | $ 172,520 | $ 601,929 |
| Net appreciation (depreciation) in fair value of investments | 291,089 | 33,240 | (10,557) | 313,772 |
| Currency translation gain (loss) | (479,656) | (71,258) | (18,723) | (569,637) |
| Less: Investment expenses | (146,876) | (5,412) | (72,553) | (224,841) |
| Total | $ 50,944 | $ (408) | $ 70,687 | $ 121,223 |

| | 2015 | | | |
|---|---|---|---|---|
| | General Fund | Convention Fund | Defense Fund | Total |
| Interest and dividends | $ 406,330 | $ 30,026 | $ 197,879 | $ 634,235 |
| Net appreciation (depreciation) in fair value of investments | 848,265 | 60,930 | 8,182 | 917,377 |
| Currency translation gain (loss) | (992,301) | (106,346) | (90,530) | (1,189,177) |
| Less: Investment expenses | (108,604) | (4,760) | (60,275) | (173,639) |
| Total | $ 153,690 | $ (20,150) | $ 55,256 | $ 188,796 |

| | 2014 | | | |
|---|---|---|---|---|
| | General Fund | Convention Fund | Defense Fund | Total |
| Interest and dividends | $ 452,342 | $ 27,002 | $ 223,636 | $ 702,980 |
| Net appreciation (depreciation) in fair value of investments | (356,699) | (2,073) | (151,030) | (509,802) |
| Currency translation gain (loss) | (156,408) | (13,336) | (32,993) | (202,737) |
| Less: Investment expenses | (137,901) | (4,885) | (70,440) | (213,226) |
| Total | $ (198,666) | $ 6,708 | $ (30,827) | $ (222,785) |

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**SCHEDULES OF DEFENSE FUND EXPENDITURES**

**YEAR ENDED APRIL 30, 2017**

| | 2017 |
|---|---|
| Local 13 re: Vikings Theatre Organizing | $ 4,248 |
| Local 15 re: Rhino NW, LLC/PSAV Organizing | 52,242 |
| Local 28 re: Convention Center AV Petition | 3,290 |
| Local 56 re: Solotech Organizing | 76,167 |
| Local 56 re: Cirque du Soleil | 327 |
| Local 58 re: PSAV Certification | 12,945 |
| Local 63 re: Collective Agreement | 2,113 |
| Local 63 re: Pantages Playhouse Theatre | 3,050 |
| Local 63 re: Prairie Theatre/Amalgamation of Certificates | 18,640 |
| Local 118 re: Global Spectrum | 43,459 |
| Local 122 re: La Jolla Playhouse | 3,523 |
| Local 129 re: Theatre Aquarius | 1,955 |
| Local 153 re: SMG | 2,856 |
| Local 154 re: Oregon Shakespeare Festival | 7,841 |
| Local 158 re: SMG | 17,450 |
| Local 168 re: Tidemark Theatre | 3,906 |
| Local 205 re: Zach Organizing | 1,151 |
| Local 262 re: Cineplex/Colossus/Ste-Foy | 42,739 |
| Local 336 re: KRO Revisions | 12,973 |
| Local 471 re: Lansdowne Rights Grievances | 38,707 |
| Local 500 re: Kravis Center | 722 |
| Local 523 re: Center Videotron/Quebecor | 19,141 |
| Local 680 re: NB Labour Matters | 10,269 |
| Local 695 re: TRO | 25,660 |
| Local 745 re: NBC Sports Network | 9,237 |
| Local 757 re: Michigan Opera Theater | 1,217 |
| Local 788 re: Rochester Rhinos Soccer | 10,677 |
| Local 849 re: Egg Productions - Court of Appeal | 8,640 |
| Local 868 re: Strathmore | 46,575 |
| Local B-20 re: Portland Expo | 1,015 |
| Local B-173 re: Toronto International Film Festival Inc./Bell Lightbox Office | 1,708 |
| IATSE re: "In Search of Liberty" Organizing | 450 |
| IATSE re: AQTIS | 11,236 |
| IATSE re: Basic Agreement | 26,709 |
| IATSE re: Crew One/Freeman | 4,551 |
| IATSE re: Cullerton Performance Hall | 225 |
| IATSE re: DGA Briefing | 813 |
| IATSE re: Altitude and Root Sports R -Case | 27,994 |
| IATSE re: Golf Channel | 6,663 |
| IATSE re: Crew One Campaign/Tricom | 17,493 |
| IATSE re: Hairspray | 2,272 |
| IATSE re: Live Nation | 3,146 |
| IATSE re: Nu Image, Inc. | 15,584 |
| IATSE re: Zaffina | 1,336 |
| IATSE re: Osburn Notice of Appeal | 923 |
| IATSE re: PAC 12 Broadcast Organizing | 3,226 |
| IATSE re: Project X - Transfer of Jurisdiction | 4,799 |
| L.E.A.P. Reimbursements to Locals and/or Officers | 22,570 |
| Misc. Training/Instructors/Young Workers | 326,850 |
| Thorsen French Advocacy | 71,335 |
| Total | $ 1,032,618 |



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**SCHEDULES OF DEFENSE FUND EXPENDITURES**

**YEAR ENDED APRIL 30, 2016**

| | 2016 |
|---|---|
| Local 8 re: Live Nation/Festival Pier/TLA Petition/Media Theatre for the Performing Arts | $ 31,050 |
| Local 13 re: Varsity Theater Organizing | 22,439 |
| Local 15 re: Rhino, NW, LLC/PSAV Organizing | 31,998 |
| Local 28 re: Convention Center AV Petition | 7,398 |
| Local 56 re: Solotech - Accreditation | 21,889 |
| Local 56 re: Theatre Pauline-Julien | 928 |
| Local 56 re: Theatre du Vieux Terrebonne | 8,155 |
| Local 105 re: Canada Inc. cob as Freeman Audio Visual | 3,743 |
| Local 118 re: Cirque du Soleil/PSAV Organizing | 11,007 |
| Local 122 re: La Jolla Playhouse | 26,081 |
| Local 125 re: Horseshoe Casino RC Petition | 19,030 |
| Local 127 re: AEG Negotiations & ULPs | 1,350 |
| Local 129 re: Theatre Aquarius | 2,893 |
| Local 168 re: Tidemark Theatre | 12,652 |
| Local 210 re: Bailey Theatre Society Certification | 37,174 |
| Local 212 re: Redemption/Forsaken | 8,704 |
| Local 262 re: Cineplex Entertainment | 44,781 |
| Local 262 re: Odyscene | 4,321 |
| Local 262 re: Cineplex /Colossus/Ste-Foy | 4,517 |
| Local 320 re: Lucas Theater | 60,011 |
| Local 461 re: Brock University and the City of St. Catharines | 1,286 |
| Local 500 re: Kravis Center | 611 |
| Local 523 re: Center Videotron/Quebecor | 11,471 |
| Local 611 re: Erin Barlowe and Sunset Cultural Center | 3,850 |
| Local 695 re: TRO | 41,504 |
| Local 828 re: Theatre Aquarius | 184 |
| Local 849 re: Egg Productions - Court of Appeal | 62,747 |
| Local 917 re: Atlantic City Resorts | 12,812 |
| Local B-173 re: Toronto International Film Festival Inc./ Bell Lightbox Box Office | 597 |
| IATSE re: AQTIS | 31,918 |
| IATSE re: Defamation/Egg Films | 379 |
| IATSE re: Basic Agreement | 56,609 |
| IATSE re: Black Walnut | 900 |
| IATSE re: Canadian Organizing Manual | 14,301 |
| IATSE re: Crew One Campaign/Tricom | 20,800 |
| IATSE re: Golf Channel/Nu Image/Zaffina/Other | 139,168 |
| IATSE re: Live Nation - Atlanta | 11,945 |
| IATSE re: Organizing Drive/Pacers | 6,603 |
| IATSE re: Oregon Shakespeare Festival | 107,426 |
| IATSE re: Right to Strike | 7,193 |
| IATSE re: Wisconsin Broadcast RC Petitions | 6,122 |
| L.E.A.P. Reimbursements to Locals and/or Officers | 36,409 |
| Misc. Training/InfoComm/Instructors/Young Workers | 228,880 |
| Thorsen French Advocacy | 80,000 |
| Misc. The Harman Press/Peoria Civic Center Bargaining | 30,389 |
| Total | $ 1,274,225 |

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**SCHEDULES OF DEFENSE FUND EXPENDITURES**

**YEAR ENDED APRIL 30, 2015**

| | 2015 |
|---|---|
| Local 3 re: August Wilson Center | $ 3,540 |
| Local 13 re: Varsity Theater Organizing | 6,071 |
| Local 26 re: Meijer Gardens | 3,545 |
| Local 56 re: Theatre du Vieux Terrebonne/Monument National | 2,489 |
| Local 58 re: Toronto Artscape | 11,005 |
| Local 118 re: York Theatre | 6,112 |
| Local 119 re: PAC 12 Networks | 14,000 |
| Local 122 re: LEGOLAND | 2,406 |
| Local 125 re: Horseshoe Casino RC Petition | 21,961 |
| Local 127 re: AEG Negotiations & ULPs | 2,070 |
| Local 129 and B-173 re: Hamilton Entertainment | 3,563 |
| Local 129 re: FFP Laser Systems Canada/Global Spectrum | 2,183 |
| Local 142 re: ULP Charge (Randall Finch) | 175 |
| Local 193 re: Bloomington Performing Arts Center | 1,762 |
| Local 205 re: Long Center | 6,913 |
| Local 210 re: Maclab Centre Certification | 6,857 |
| Local 212 re: Redemption/Forsaken | 64,200 |
| Local 262 re: Cineplex Entertainment | 3,673 |
| Local 320 re: Lucas Theater | 44,895 |
| Local 415 re: Rialto Theatre Foundation | 10,198 |
| Local 461 re: Brock University and the City of St. Catharines | 4,875 |
| Local 500 re: Kravis Center | 1,398 |
| Local 611 re: Erin Barlowe and Sunset Cultural Center | 8,685 |
| Local 631 re: WDW Outsourcing - ESPN Wide World of Sports | 3,786 |
| Local 695 re: TRO | 2,688 |
| Local 849 re: Egg Productions - Court of Appeal | 10,655 |
| Local 859 re: Fox Theatre | 250 |
| Local 917 re: Atlantic City Resorts | 35,910 |
| Local 927 re: Live Nation | 1,775 |
| Local B-173 re: Toronto Centre for the Arts/TIFF - Bell Lightbox | 15,219 |
| IATSE re: AQTIS | 157,317 |
| IATSE re: Axium International Bankruptcy | 1,193 |
| IATSE re: Barclays/Crew One/EE829/Golf Chan./Met Opera/Mid Atl. RSN/NBC/RIPD/Jt. Emp./Other | 157,041 |
| IATSE re: Basic Agreement | 204,719 |
| IATSE re: Broadway Overages | 8,400 |
| IATSE re: Canadian Organizing Manual | 2,211 |
| IATSE re: Crew One | 18,836 |
| IATSE re: Freedom Films | 2,250 |
| IATSE re: Gigapix "Blackbeard" | 1,263 |
| IATSE re: Live Nation - Atlanta | 10,522 |
| IATSE re: Metropolitan Opera/Save The Met | 125,844 |
| IATSE re: Province of Quebec - Bill 32 | 14,275 |
| IATSE re: RIPD Arbitration | 15,000 |
| IATSE re: Social Media Campaign Juno Awards | 1,748 |
| IATSE re: Update Referral Rules | 2,727 |
| IATSE re: William A. Doucette, Jr. | 1,693 |
| IATSE re: Wisconsin Broadcast RC Petitions | 9,282 |
| L.E.A.P. Reimbursements to Locals and/or Officers | 57,216 |
| Misc. Training/InfoComm/Instructors/Young Workers/Printing/Promo | 297,715 |
| Thorsen French Advocacy | 116,334 |
| David Binder Research Focus Groups | 43,500 |
| Molinari Associates, LLC | 7,500 |
| Total | $ 1,559,445 |



**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**SCHEDULES OF DEFENSE FUND EXPENDITURES**

**YEAR ENDED APRIL 30, 2014**

| | 2014 |
|---|---|
| Local 3 re: August Wilson Center | $ 2,394 |
| Local 8 re: Legal Fee Reimbursement | 15,000 |
| Local 12 re: Organizing and ULPs | 5,720 |
| Local 30 re: Indiana State Fair | 2,699 |
| Local 39 re: New Orleans Convention Center | 8,298 |
| Local 56 re: Centre Bell | 4,538 |
| Local 63 re: Live Nation/NASCO | 11,337 |
| Local 66 re: Dayton Downtown Revival | 4,214 |
| Local 85 re: iWireless Center | 216 |
| Local 112 re: SMG | 4,894 |
| Local 114 re: State Theater Election | 1,025 |
| Local 118 re: York Theatre | 10,064 |
| Local 121 re: Global Spectrum/Certification Petition | 1,960 |
| Local 122 re: American Audio Visual Center | 2,588 |
| Local 142 re: Hiring Hall | 37,161 |
| Local 193 re: Bloomington Performing Arts Center | 25,807 |
| Local 205 re: Long Center | 385 |
| Local 212 re: Redemption/Forsaken | 42,244 |
| Local 262 re: Cinema Brossard | 11,243 |
| Local 300 re: Inland AV Certification | 35,783 |
| Local 357 re: Mustang Drive In/Sunset Cinema Inc. | 9,072 |
| Local 461 re: Brock University and the City of St. Catharines | 11,975 |
| Local 500 re: Kravis Center | 1,872 |
| Local 611 re: Erin Barlowe and Sunset Cultural Center | 11,817 |
| Local 695 re: TRO | 14,045 |
| Local 750 re: The Chicago Bears | 2,889 |
| Local 756 re: The Cleveland Browns | 2,500 |
| Local 822 re: Sony Center for the Performing Arts | 4,730 |
| Local 835 re: Bannering | 366 |
| Local 849 re: Egg Productions | 71,716 |
| Local 906 re: Harbourfront Festival | 2,880 |
| Local 917 re: Trump Plaza, Atlantic City | 7,936 |
| Local 927 re: Live Nation | 22,162 |
| Local B-173/Local 129 re: HECFI and Global Spectrum Facility Management | 23,561 |
| IATSE re: Axium International Bankruptcy | 8,839 |
| IATSE re: Barclays, Golf Channel, NBCSN/RIPD/EE829/Other | 238,933 |
| IATSE re: Basic Agreement | 21,634 |
| IATSE re: Freedom Films | 1,126 |
| IATSE re: Gigapix "Blackbeard" | 1,998 |
| IATSE re: Local 112 and SMG | 1,444 |
| IATSE re: Metropolitan Opera | 8,000 |
| IATSE re: PAC 12 | 27,387 |
| IATSE re: William A. Doucette, Jr. | 14,300 |
| L.E.A.P. Reimbursements to Locals and/or Officers | 44,398 |
| Misc. Training/InfoComm/Instructors/Young Workers | 307,137 |
| Solidarity Strategies | 6,449 |
| Thorsen French Advocacy | 70,223 |
| Total | $ 1,166,959 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2017**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Assets*** | | | | | | | | | | |
| ***Current assets*** | | | | | | | | | | |
| Cash | $ 267,320 | $ 51,126 | $ 86,368 | $ 11,745 | $ 102,516 | $ 139,591 | $ 1,412,420 | $ 403,646 | $ - | $ 2,474,732 |
| Investments - at fair value | 32,236,630 | - | - | - | 6,482,409 | 13,068,373 | - | - | - | 51,787,412 |
| Receivables | | | | | | | | | | |
| Accrued interest and dividends | 71,854 | - | - | - | 15,844 | 42,812 | - | - | - | 130,510 |
| Related organizations | 22,788,083 | - | - | 88,321 | 93,553 | 177,267 | - | - | (23,147,224) | - |
| Promissory notes | 29,550 | - | - | - | - | - | - | - | - | 29,550 |
| Per capita taxes | 28,000 | - | - | - | 1,000 | 3,000 | - | - | - | 32,000 |
| Other | 163,499 | - | - | - | - | - | - | - | - | 163,499 |
| Prepaid expenses | 148,537 | 25,778 | 6,550 | 1,078 | - | - | - | - | - | 181,943 |
| **Total current assets** | 55,733,473 | 76,904 | 92,918 | 101,144 | 6,695,322 | 13,431,043 | 1,412,420 | 403,646 | (23,147,224) | 54,799,646 |
| **Property and equipment - net** | 115,090 | 16,371,633 | 2,282,712 | 925,751 | - | - | - | - | - | 19,695,186 |
| **Mortgage receivable** | 960,153 | - | - | - | - | - | - | - | (960,153) | - |
| **Other assets** | 54,872 | 4,981 | - | 471 | - | - | - | - | - | 60,324 |
| **Total assets** | $ 56,863,588 | $ 16,453,518 | $ 2,375,630 | $ 1,027,366 | $ 6,695,322 | $ 13,431,043 | $ 1,412,420 | $ 403,646 | $ (24,107,377) | $ 74,555,156 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2017**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Liabilities and Net assets*** | | | | | | | | | | |
| ***Current liabilities*** | | | | | | | | | | |
| Accounts payable and accrued expenses | $ 341,659 | $ - | $ - | $ 5,000 | $ - | $ 73,232 | $ - | $ - | $ - | $ 419,891 |
| Related organizations | - | 19,337,106 | 3,803,118 | - | - | - | 7,000 | - | (23,147,224) | - |
| Tenant deposit payable | - | 24,649 | - | 3,116 | - | - | - | - | - | 27,765 |
| Other | 93,348 | - | - | - | - | - | - | - | - | 93,348 |
| **Total current liabilities** | 435,007 | 19,361,755 | 3,803,118 | 8,116 | - | 73,232 | 7,000 | - | (23,147,224) | 541,004 |
| | | | | | | | | | | - |
| **Deferred compensation plan** | 11,952,088 | - | - | - | - | - | - | - | - | 11,952,088 |
| **Deferred income** | 7,556,000 | - | - | - | 316,000 | 638,000 | - | - | - | 8,510,000 |
| **Employers bonds** | - | - | - | - | - | - | 1,410,380 | - | - | 1,410,380 |
| **Mortgage payable** | - | - | - | 960,153 | - | - | - | - | (960,153) | - |
| **Total liabilities** | 19,943,095 | 19,361,755 | 3,803,118 | 968,269 | 316,000 | 711,232 | 1,417,380 | - | (24,107,377) | 22,413,472 |
| ***Net assets*** | | | | | | | | | | |
| Unrestricted | 36,920,493 | (2,908,237) | (1,427,488) | 59,097 | 6,379,322 | 12,719,811 | (4,960) | - | - | 51,738,038 |
| Temporarily restricted | - | - | - | - | - | - | - | 403,646 | - | 403,646 |
| **Total net assets** | 36,920,493 | (2,908,237) | (1,427,488) | 59,097 | 6,379,322 | 12,719,811 | (4,960) | 403,646 | - | 52,141,684 |
| **Total liabilities and net assets** | $ 56,863,588 | $ 16,453,518 | $ 2,375,630 | $ 1,027,366 | $ 6,695,322 | $ 13,431,043 | $ 1,412,420 | $ 403,646 | $ (24,107,377) | $ 74,555,156 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2016**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Assets*** | | | | | | | | | | |
| ***Current assets*** | | | | | | | | | | |
| Cash | $ 322,299 | $ 38,147 | $ 25,271 | $ 2,087 | $ 66,974 | $ 125,460 | $ 1,499,242 | $ 589,057 | $ - | $ 2,668,537 |
| Investments - at fair value | 30,492,704 | - | - | - | 5,544,227 | 12,521,472 | - | - | - | 48,558,403 |
| Receivables | | | | | | | | | | |
| Accrued interest and dividends | 82,811 | - | - | - | 10,398 | 37,302 | - | - | - | 130,511 |
| Related organizations | 21,739,987 | - | - | 75,165 | 108,757 | 192,299 | | | (22,116,208) | - |
| Promissory notes | 54,800 | - | - | - | - | - | - | - | - | 54,800 |
| Per capita taxes | 27,000 | - | - | - | 1,000 | 3,000 | - | - | - | 31,000 |
| Other | 134,295 | - | - | - | - | - | - | - | - | 134,295 |
| Prepaid expenses | 74,566 | 24,969 | 6,550 | 1,067 | - | - | - | - | - | 107,152 |
| **Total current assets** | 52,928,462 | 63,116 | 31,821 | 78,319 | 5,731,356 | 12,879,533 | 1,499,242 | 589,057 | (22,116,208) | 51,684,698 |
| **Property and equipment - net** | 271,427 | 16,600,922 | 2,064,902 | 945,501 | - | - | - | - | - | 19,882,752 |
| **Mortgage receivable** | 960,153 | - | - | - | - | - | - | - | (960,153) | - |
| **Other assets** | 60,461 | 4,981 | - | 579 | - | - | - | - | - | 66,021 |
| **Total assets** | $ 54,220,503 | $ 16,669,019 | $ 2,096,723 | $ 1,024,399 | $ 5,731,356 | $ 12,879,533 | $ 1,499,242 | $ 589,057 | $ (23,076,361) | $ 71,633,471 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2016**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Liabilities and Net assets*** | | | | | | | | | | |
| ***Current liabilities*** | | | | | | | | | | |
| Accounts payable and accrued expenses | $ 224,308 | $ - | $ - | $ 10,708 | $ - | $ 62,129 | $ - | $ - | $ - | $ 297,145 |
| Related organizations | - | 18,768,090 | 3,343,118 | - | - | - | 5,000 | - | (22,116,208) | - |
| Tenant deposit payable | - | 24,649 | - | 3,116 | - | - | - | - | - | 27,765 |
| Other | 90,839 | - | - | - | - | - | - | - | - | 90,839 |
| **Total current liabilities** | 315,147 | 18,792,739 | 3,343,118 | 13,824 | - | 62,129 | 5,000 | - | (22,116,208) | 415,749 |
| | | | | | | | | | | - |
| **Deferred compensation plan** | 14,156,840 | - | - | - | - | - | - | - | - | 14,156,840 |
| **Deferred income** | 7,786,000 | - | - | - | 337,000 | 673,000 | - | - | - | 8,796,000 |
| **Employers' bonds** | - | - | - | - | - | - | 1,497,629 | - | - | 1,497,629 |
| **Mortgage payable** | - | - | - | 960,153 | - | - | - | - | (960,153) | - |
| **Total liabilities** | 22,257,987 | 18,792,739 | 3,343,118 | 973,977 | 337,000 | 735,129 | 1,502,629 | - | (23,076,361) | 24,866,218 |
| ***Net assets*** | | | | | | | | | | |
| Unrestricted | 31,962,516 | (2,123,720) | (1,246,395) | 50,422 | 5,394,356 | 12,144,404 | (3,387) | - | - | 46,178,196 |
| Temporarily restricted | - | - | - | - | - | - | - | 589,057 | - | 589,057 |
| **Total net assets** | 31,962,516 | (2,123,720) | (1,246,395) | 50,422 | 5,394,356 | 12,144,404 | (3,387) | 589,057 | - | 46,767,253 |
| **Total liabilities and net assets** | $ 54,220,503 | $ 16,669,019 | $ 2,096,723 | $ 1,024,399 | $ 5,731,356 | $ 12,879,533 | $ 1,499,242 | $ 589,057 | $ (23,076,361) | $ 71,633,471 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2015**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Assets*** | | | | | | | | | | |
| ***Current assets*** | | | | | | | | | | |
| Cash | $ 257,383 | $ 26,995 | $ 35,543 | $ 3,126 | $ 65,410 | $ 74,256 | $ 1,334,571 | $ 342,540 | $ - | $ 2,139,824 |
| Investments - at fair value | 27,471,427 | - | - | - | 4,532,568 | 12,400,716 | - | - | - | 44,404,711 |
| Receivables | | | | | | | | | | |
| Accrued interest and dividends | 76,987 | - | - | - | 7,465 | 37,370 | - | - | - | 121,822 |
| Related organizations | 21,552,382 | - | - | - | 125,095 | 179,842 | - | - | (21,857,319) | - |
| Promissory notes | 61,400 | - | - | - | - | - | - | - | - | 61,400 |
| Per capita taxes | 64,000 | - | - | - | 5,000 | 10,000 | - | - | - | 79,000 |
| Other | 215,989 | - | 2,490 | - | - | - | - | - | - | 218,479 |
| Prepaid expenses | 81,633 | 24,688 | 6,550 | - | - | - | - | - | - | 112,871 |
| **Total current assets** | 49,781,201 | 51,683 | 44,583 | 3,126 | 4,735,538 | 12,702,184 | 1,334,571 | 342,540 | (21,857,319) | 47,138,107 |
| **Property and equipment - net** | 416,159 | 16,935,078 | 2,121,822 | 982,327 | - | - | - | - | - | 20,455,386 |
| **Mortgage receivable** | 956,462 | - | - | - | - | - | - | - | (956,462) | - |
| **Other assets** | 53,295 | 4,980 | - | - | - | - | - | - | - | 58,275 |
| **Total assets** | $ 51,207,117 | $ 16,991,741 | $ 2,166,405 | $ 985,453 | $ 4,735,538 | $ 12,702,184 | $ 1,334,571 | $ 342,540 | $ (22,813,781) | $ 67,651,768 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2015**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Liabilities and Net assets*** | | | | | | | | | | |
| ***Current liabilities*** | | | | | | | | | | |
| Accounts payable and accrued expenses | $ 341,432 | $ - | $ - | $ 9,950 | $ - | $ 242,411 | $ - | $ - | $ - | $ 593,793 |
| Related organizations | - | 18,316,273 | 3,318,118 | 221,928 | - | - | 1,000 | - | (21,857,319) | - |
| Tenant deposit payable | - | 24,665 | 7,899 | 3,116 | - | - | - | - | - | 35,680 |
| **Total current liabilities** | 341,432 | 18,340,938 | 3,326,017 | 234,994 | - | 242,411 | 1,000 | - | (21,857,319) | 629,473 |
| **Deferred compensation plan** | 12,583,745 | - | - | - | - | - | - | - | - | 12,583,745 |
| **Deferred income** | 6,763,000 | - | - | - | 306,000 | 613,000 | - | - | - | 7,682,000 |
| **Employers' bonds** | - | - | - | - | - | - | 1,333,554 | - | - | 1,333,554 |
| **Mortgage payable** | - | - | - | 956,462 | - | - | - | - | (956,462) | - |
| **Total liabilities** | 19,688,177 | 18,340,938 | 3,326,017 | 1,191,456 | 306,000 | 855,411 | 1,334,554 | - | (22,813,781) | 22,228,772 |
| ***Net assets*** | | | | | | | | | | |
| Unrestricted | 31,518,940 | (1,349,197) | (1,159,612) | (206,003) | 4,429,538 | 11,846,773 | 17 | - | - | 45,080,456 |
| Temporarily restricted | - | - | - | - | - | - | - | 342,540 | - | 342,540 |
| **Total net assets** | 31,518,940 | (1,349,197) | (1,159,612) | (206,003) | 4,429,538 | 11,846,773 | 17 | 342,540 | - | 45,422,996 |
| **Total liabilities and net assets** | $ 51,207,117 | $ 16,991,741 | $ 2,166,405 | $ 985,453 | $ 4,735,538 | $ 12,702,184 | $ 1,334,571 | $ 342,540 | $ (22,813,781) | $ 67,651,768 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2014**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Assets*** | | | | | | | | | | |
| ***Current assets*** | | | | | | | | | | |
| Cash | $ 253,928 | $ 18,612 | $ 33,977 | $ 6,950 | $ 68,124 | $ 73,342 | $ 1,531,551 | $ 210,615 | $ - | $ 2,197,099 |
| Investments - at fair value | 25,549,686 | - | - | - | 3,593,718 | 12,108,392 | - | - | - | 41,251,796 |
| Receivables | | | | | | | | | | |
| Accrued interest and dividends | 96,626 | - | - | - | 6,464 | 44,438 | - | - | - | 147,528 |
| Related organizations | 20,785,319 | - | - | - | 139,835 | 240,420 | - | - | (21,165,574) | - |
| Promissory notes | 74,800 | - | - | - | - | - | - | - | - | 74,800 |
| Per capita taxes | 189,000 | - | - | - | 8,000 | 17,000 | - | - | - | 214,000 |
| Other | 303,334 | 15,827 | 1,224 | - | - | 605 | - | - | - | 320,990 |
| Prepaid expenses | 80,739 | 21,536 | 6,550 | | - | - | - | - | - | 108,825 |
| **Total current assets** | 47,333,432 | 55,975 | 41,751 | 6,950 | 3,816,141 | 12,484,197 | 1,531,551 | 210,615 | (21,165,574) | 44,315,038 |
| **Property and equipment - net** | 593,990 | 16,896,940 | 2,178,741 | 1,002,799 | - | - | - | - | - | 20,672,470 |
| **Mortgage receivable** | 956,462 | - | - | - | - | - | - | - | (956,462) | - |
| **Other assets** | 90,218 | 4,980 | - | 3,296 | - | - | - | - | - | 98,494 |
| **Total assets** | $ 48,974,102 | $ 16,957,895 | $ 2,220,492 | $ 1,013,045 | $ 3,816,141 | $ 12,484,197 | $ 1,531,551 | $ 210,615 | $ (22,122,036) | $ 65,086,002 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF FINANCIAL POSITION**

**APRIL 30, 2014**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Liabilities and Net assets*** | | | | | | | | | | |
| ***Current liabilities*** | | | | | | | | | | |
| Accounts payable and accrued expenses | $ 369,264 | $ - | $ - | $ 4,500 | $ - | $ 74,100 | $ - | $ - | $ - | $ 447,864 |
| Related organizations | - | 17,510,832 | 3,303,118 | 351,624 | - | - | - | - | (21,165,574) | - |
| Tenant deposit payable | - | 13,217 | 7,898 | 3,116 | - | - | - | - | - | 24,231 |
| **Total current liabilities** | 369,264 | 17,524,049 | 3,311,016 | 359,240 | - | 74,100 | - | - | (21,165,574) | 472,095 |
| **Deferred compensation plan** | 15,135,839 | - | - | - | - | - | - | - | - | 15,135,839 |
| **Deferred income** | 6,178,000 | - | - | - | 282,000 | 564,000 | - | - | - | 7,024,000 |
| **Employers' bonds** | - | - | - | - | - | - | 1,531,205 | - | - | 1,531,205 |
| **Mortgage payable** | - | - | - | 956,462 | - | - | - | - | (956,462) | - |
| **Total liabilities** | 21,683,103 | 17,524,049 | 3,311,016 | 1,315,702 | 282,000 | 638,100 | 1,531,205 | - | (22,122,036) | 24,163,139 |
| ***Net assets*** | | | | | | | | | | |
| Unrestricted | 27,290,999 | (566,154) | (1,090,524) | (302,657) | 3,534,141 | 11,846,097 | 346 | - | - | 40,712,248 |
| Temporarily restricted | - | - | - | - | - | - | - | 210,615 | - | 210,615 |
| **Total net assets** | 27,290,999 | (566,154) | (1,090,524) | (302,657) | 3,534,141 | 11,846,097 | 346 | 210,615 | - | 40,922,863 |
| **Total liabilities and net assets** | $ 48,974,102 | $ 16,957,895 | $ 2,220,492 | $ 1,013,045 | $ 3,816,141 | $ 12,484,197 | $ 1,531,551 | $ 210,615 | $ (22,122,036) | $ 65,086,002 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF ACTIVITIES**

**YEAR ENDED APRIL 30, 2017**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Revenue*** | | | | | | | | | | |
| Per capita taxes and assessments | $ 23,132,224 | $ - | $ - | $ - | $ 998,321 | $ 2,006,242 | $ - | $ - | $ - | $ 26,136,787 |
| Political action contributions | - | - | - | - | - | - | - | 451,302 | - | 451,302 |
| Processing fees | 2,107,950 | - | - | - | - | - | - | - | - | 2,107,950 |
| Supplies and other | 55,090 | - | - | - | - | - | - | - | - | 55,090 |
| Rent | - | 112,309 | 34,639 | 90,291 | - | - | - | - | (42,449) | 194,790 |
| Royalty income | 243,571 | - | - | - | - | - | - | - | - | 243,571 |
| Other | 74,563 | 25 | - | - | 9,400 | - | 96 | - | - | 84,084 |
| **Total revenue** | 25,613,398 | 112,334 | 34,639 | 90,291 | 1,007,721 | 2,006,242 | 96 | 451,302 | (42,449) | 29,273,574 |
| ***Expenses*** | | | | | | | | | | |
| Program services | 15,632,460 | 591,923 | 142,383 | 49,259 | 1,384 | 1,433,246 | 1,669 | 636,713 | (28,016) | 18,461,021 |
| Management and general | 7,084,757 | 304,928 | 73,349 | 32,357 | - | - | - | - | (14,433) | 7,480,958 |
| **Total expenses** | 22,717,217 | 896,851 | 215,732 | 81,616 | 1,384 | 1,433,246 | 1,669 | 636,713 | (42,449) | 25,941,979 |
| **Change in net assets before pension liabilities** | 2,896,181 | (784,517) | (181,093) | 8,675 | 1,006,337 | 572,996 | (1,573) | (185,411) | - | 3,331,595 |
| **Other changes** | | | | | | | | | | |
| Investment income of amounts designated for current operations | (142,956) | - | - | - | (21,371) | 2,411 | - | - | - | (161,916) |
| Pension related changes other than benefit costs | 2,204,752 | - | - | - | - | - | - | - | - | 2,204,752 |
| **Change in net assets** | 4,957,977 | (784,517) | (181,093) | 8,675 | 984,966 | 575,407 | (1,573) | (185,411) | - | 5,374,431 |
| **Net assets** | | | | | | | | | | |
| Beginning of year | 31,962,516 | (2,123,720) | (1,246,395) | 50,422 | 5,394,356 | 12,144,404 | (3,387) | 589,057 | - | 46,767,253 |
| End of year | $ 36,920,493 | $ (2,908,237) | $ (1,427,488) | $ 59,097 | $ 6,379,322 | $ 12,719,811 | $ (4,960) | $ 403,646 | $ - | $ 52,141,684 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF ACTIVITIES**

**YEAR ENDED APRIL 30, 2016**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Revenue*** | | | | | | | | | | |
| Per capita taxes and assessments | $ 21,603,091 | $ - | $ - | $ - | $ 966,515 | $ 1,936,068 | $ - | $ - | $ - | $ 24,505,674 |
| Political action contributions | - | - | - | - | - | - | - | 380,177 | - | 380,177 |
| Processing fees | 1,879,692 | - | - | - | - | - | - | - | - | 1,879,692 |
| Supplies and other | 55,872 | - | - | - | - | - | - | - | - | 55,872 |
| Rent | - | 102,491 | 105,291 | 339,689 | - | - | - | - | (291,880) | 255,591 |
| Royalty income | 185,904 | - | - | - | - | - | - | - | - | 185,904 |
| Other | 61,937 | 25 | - | 6,614 | 8 | 13,102 | 56 | - | - | 81,742 |
| **Total revenue** | 23,786,496 | 102,516 | 105,291 | 346,303 | 966,523 | 1,949,170 | 56 | 380,177 | (291,880) | 27,344,652 |
| ***Expenses*** | | | | | | | | | | |
| Program services | 15,707,703 | 613,927 | 134,452 | 60,115 | 1,297 | 1,722,226 | 3,460 | 133,660 | (204,316) | 18,172,524 |
| Management and general | 6,113,066 | 263,112 | 57,622 | 29,763 | - | - | - | - | (87,564) | 6,375,999 |
| **Total expenses** | 21,820,769 | 877,039 | 192,074 | 89,878 | 1,297 | 1,722,226 | 3,460 | 133,660 | (291,880) | 24,548,523 |
| **Change in net assets before pension liabilities** | 1,965,727 | (774,523) | (86,783) | 256,425 | 965,226 | 226,944 | (3,404) | 246,517 | - | 2,796,129 |
| **Other changes** | | | | | | | | | | |
| Investment income in excess of amounts designated for current operations | 50,944 | - | - | - | (408) | 70,687 | - | - | - | 121,223 |
| Pension related changes other than benefit costs | (1,573,095) | - | - | - | - | - | - | - | - | (1,573,095) |
| **Change in net assets** | 443,576 | (774,523) | (86,783) | 256,425 | 964,818 | 297,631 | (3,404) | 246,517 | - | 1,344,257 |
| **Net assets** | | | | | | | | | | |
| Beginning of year | 31,518,940 | (1,349,197) | (1,159,612) | (206,003) | 4,429,538 | 11,846,773 | 17 | 342,540 | - | 45,422,996 |
| End of year | $ 31,962,516 | $ (2,123,720) | $ (1,246,395) | $ 50,422 | $ 5,394,356 | $ 12,144,404 | $ (3,387) | $ 589,057 | $ - | $ 46,767,253 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF ACTIVITIES**

**YEAR ENDED APRIL 30, 2015**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Revenue*** | | | | | | | | | | |
| Per capita taxes and assessments | $ 20,116,426 | $ - | $ - | $ - | $ 919,801 | $ 1,837,582 | $ - | $ - | $ - | $ 22,873,809 |
| Political action contributions | - | - | - | - | - | - | - | 346,014 | - | 346,014 |
| Processing fees | 1,632,347 | - | - | - | - | - | - | - | - | 1,632,347 |
| Supplies and other | 61,000 | - | - | - | - | - | - | - | - | 61,000 |
| Rent | - | 202,190 | 119,084 | 187,712 | - | - | - | - | (140,012) | 368,974 |
| Royalty income | 163,487 | - | - | - | - | - | - | - | - | 163,487 |
| Other | 46,728 | 45 | - | - | 55 | 124,550 | 771 | - | - | 172,149 |
| **Total revenue** | 22,019,988 | 202,235 | 119,084 | 187,712 | 919,856 | 1,962,132 | 771 | 346,014 | (140,012) | 25,617,780 |
| ***Expenses*** | | | | | | | | | | |
| Program services | 14,790,779 | 689,694 | 131,721 | 59,808 | 4,309 | 2,016,712 | 1,100 | 214,089 | (98,008) | 17,810,204 |
| Management and general | 5,707,051 | 295,584 | 56,451 | 31,250 | - | - | - | - | (42,004) | 6,048,332 |
| **Total expenses** | 20,497,830 | 985,278 | 188,172 | 91,058 | 4,309 | 2,016,712 | 1,100 | 214,089 | (140,012) | 23,858,536 |
| **Change in net assets before pension liabilities** | 1,522,158 | (783,043) | (69,088) | 96,654 | 915,547 | (54,580) | (329) | 131,925 | - | 1,759,244 |
| **Other changes** | | | | | | | | | | |
| Investment income in excess of amounts designated for current operations | 153,690 | - | - | - | (20,150) | 55,256 | - | - | - | 188,796 |
| Pension related changes other than benefit costs | 2,552,093 | - | - | - | - | - | - | - | - | 2,552,093 |
| **Change in net assets** | 4,227,941 | (783,043) | (69,088) | 96,654 | 895,397 | 676 | (329) | 131,925 | - | 4,500,133 |
| **Net assets** | | | | | | | | | | |
| Beginning of year | 27,290,999 | (566,154) | (1,090,524) | (302,657) | 3,534,141 | 11,846,097 | 346 | 210,615 | - | 40,922,863 |
| End of year | $ 31,518,940 | $ (1,349,197) | $ (1,159,612) | $ (206,003) | $ 4,429,538 | $ 11,846,773 | $ 17 | $ 342,540 | $ - | $ 45,422,996 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING STATEMENTS OF ACTIVITIES**

**YEAR ENDED APRIL 30, 2014**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| ***Revenue*** | | | | | | | | | | |
| Per capita taxes and assessments | $ 19,699,303 | $ - | $ - | $ - | $ 910,256 | $ 1,823,739 | $ - | $ - | $ - | $ 22,433,298 |
| Political action contributions | - | - | - | - | - | - | - | 327,505 | - | 327,505 |
| Processing fees | 1,506,350 | - | - | - | - | - | - | - | - | 1,506,350 |
| Supplies and other | 43,791 | - | - | - | - | - | - | - | - | 43,791 |
| Rent | - | 208,613 | 117,657 | 42,937 | - | - | - | - | - | 369,207 |
| Royalty income | 265,458 | - | - | - | - | - | - | - | - | 265,458 |
| Other | 78,205 | 2,349 | 128 | - | 224,380 | - | 1,151 | 46,653 | - | 352,866 |
| **Total revenue** | 21,593,107 | 210,962 | 117,785 | 42,937 | 1,134,636 | 1,823,739 | 1,151 | 374,158 | - | 25,298,475 |
| ***Expenses*** | | | | | | | | | | |
| Program services | 15,533,341 | 607,859 | 164,149 | 54,360 | 3,297,442 | 1,534,473 | 805 | 163,543 | - | 21,355,972 |
| Management and general | 5,783,007 | 260,510 | 70,349 | 27,796 | - | - | - | - | - | 6,141,662 |
| **Total expenses** | 21,316,348 | 868,369 | 234,498 | 82,156 | 3,297,442 | 1,534,473 | 805 | 163,543 | - | 27,497,634 |
| **Change in net assets before pension liabilities** | 276,759 | (657,407) | (116,713) | (39,219) | (2,162,806) | 289,266 | 346 | 210,615 | - | (2,199,159) |
| **Other changes** | | | | | | | | | | |
| Investment income in excess of amounts designated for current operations | (198,666) | - | - | - | 6,708 | (30,827) | - | - | - | (222,785) |
| Pension related changes other than benefit costs | 5,141,177 | - | - | - | - | - | - | - | - | 5,141,177 |
| **Change in net assets** | 5,219,270 | (657,407) | (116,713) | (39,219) | (2,156,098) | 258,439 | 346 | 210,615 | - | 2,719,233 |
| **Net assets** | | | | | | | | | | |
| Beginning of year | 22,071,729 | 91,253 | (973,811) | (263,438) | 5,690,239 | 11,587,658 | - | - | - | 38,203,630 |
| End of year | $ 27,290,999 | $ (566,154) | $ (1,090,524) | $ (302,657) | $ 3,534,141 | $ 11,846,097 | $ 346 | $ 210,615 | $ - | $ 40,922,863 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING SCHEDULES OF EXPENSES**

**YEAR ENDED APRIL 30, 2017**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Payroll and allowances | $ 9,337,135 | $ - | $ - | $ - | $ - | $ 218,588 | $ - | $ - | $ - | $ 9,555,723 |
| Payroll taxes | 644,355 | - | - | - | - | - | - | - | - | 644,355 |
| Employee benefits | 5,888,489 | - | - | - | - | 65,040 | - | - | - | 5,953,529 |
| Occupancy | 107,759 | 175,772 | - | - | - | - | - | - | (42,449) | 241,082 |
| Utilities | - | 57,239 | 19,233 | 8,680 | - | - | - | - | - | 85,152 |
| Real estate taxes | - | 154,873 | 39,768 | 30,919 | - | - | - | - | - | 225,560 |
| Maintenance and repairs | 32,962 | 28,151 | 66,474 | 1,633 | - | - | - | - | - | 129,220 |
| Telephone | 114,159 | - | - | - | - | - | - | - | - | 114,159 |
| Printing and postage | 972,127 | - | - | - | - | - | - | - | - | 972,127 |
| Office | 582,181 | 934 | 1,434 | 7,273 | 1,384 | - | 1,669 | 33,451 | - | 628,326 |
| Legal | 185,331 | - | - | - | - | 1,032,618 | - | - | - | 1,217,949 |
| Accounting | 242,040 | - | - | 6,982 | - | - | - | - | - | 249,022 |
| Consulting and outside services | 183,892 | 3,410 | 31,632 | 1,650 | - | - | - | - | - | 220,584 |
| Computer | 280,113 | - | - | - | - | - | - | - | - | 280,113 |
| Insurance | 238,848 | - | - | 4,730 | - | - | - | - | - | 243,578 |
| Meetings and conferences | 1,925,729 | - | - | - | - | - | - | - | - | 1,925,729 |
| Per capita taxes - affiliated organizations | 924,813 | - | - | - | - | - | - | - | - | 924,813 |
| Promotional and charitable | 476,664 | - | - | - | - | - | - | - | - | 476,664 |
| Political contributions | 210,000 | - | - | - | - | - | - | 603,262 | - | 813,262 |
| Training | 10,578 | - | - | - | - | - | - | - | - | 10,578 |
| Currency exchange | 203,706 | - | - | - | - | 117,000 | - | - | - | 320,706 |
| Depreciation | 156,336 | 476,472 | 57,191 | 19,749 | - | - | - | - | - | 709,748 |
| Total expenses | $ 22,717,217 | $ 896,851 | $ 215,732 | $ 81,616 | $ 1,384 | $ 1,433,246 | $ 1,669 | $ 636,713 | $ (42,449) | $ 25,941,979 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING SCHEDULES OF EXPENSES**

**YEAR ENDED APRIL 30, 2016**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Payroll and allowances | $ 8,828,644 | $ - | $ - | $ - | $ - | $ 311,128 | $ - | $ - | $ - | $ 9,139,772 |
| Payroll taxes | 627,347 | - | - | - | - | - | - | - | - | 627,347 |
| Employee benefits | 5,471,841 | - | - | - | - | 69,873 | - | - | - | 5,541,714 |
| Occupancy | 379,205 | 162,000 | - | - | - | - | - | - | (291,880) | 249,325 |
| Utilities | - | 60,763 | 21,204 | 7,930 | - | - | - | - | - | 89,897 |
| Real estate taxes | - | 149,728 | 39,160 | 22,129 | - | - | - | - | - | 211,017 |
| Maintenance and repairs | 35,668 | 19,766 | 59,916 | 5,795 | - | - | - | - | - | 121,145 |
| Telephone | 114,193 | - | - | - | - | - | - | - | - | 114,193 |
| Printing and postage | 957,917 | - | - | - | - | - | - | - | - | 957,917 |
| Office | 388,850 | 819 | 3,034 | 7,922 | 1,297 | - | 3,460 | 3,160 | - | 408,542 |
| Legal | 235,955 | - | - | - | - | 1,274,225 | - | - | - | 1,510,180 |
| Accounting | 214,772 | - | - | 4,000 | - | - | - | - | - | 218,772 |
| Consulting and outside services | 202,593 | 9,352 | 10,800 | 1,650 | - | - | - | - | - | 224,395 |
| Computer | 293,276 | - | - | - | - | - | - | - | - | 293,276 |
| Insurance | 218,486 | - | 1,040 | 3,625 | - | - | - | - | - | 223,151 |
| Meetings and conferences | 1,790,076 | - | - | - | - | - | - | - | - | 1,790,076 |
| Per capita taxes - affiliated organizations | 902,752 | - | - | - | - | - | - | - | - | 902,752 |
| Promotional and charitable | 517,160 | - | - | - | - | - | - | - | - | 517,160 |
| Political contributions | 210,000 | - | - | - | - | - | - | 130,500 | - | 340,500 |
| Training | 15,622 | - | - | - | - | - | - | - | - | 15,622 |
| Currency exchange | 233,268 | - | - | - | - | 67,000 | - | - | - | 300,268 |
| Depreciation | 183,144 | 474,611 | 56,920 | 36,827 | - | - | - | - | - | 751,502 |
| Total expenses | $ 21,820,769 | $ 877,039 | $ 192,074 | $ 89,878 | $ 1,297 | $ 1,722,226 | $ 3,460 | $ 133,660 | $ (291,880) | $ 24,548,523 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING SCHEDULES OF EXPENSES**

**YEAR ENDED APRIL 30, 2015**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Payroll and allowances | $ 8,009,477 | $ - | $ - | $ - | $ 2,998 | $ 405,941 | $ - | $ - | $ - | $ 8,418,416 |
| Payroll taxes | 587,424 | - | - | - | - | - | - | - | - | 587,424 |
| Employee benefits | 5,253,303 | - | - | - | - | - | - | - | - | 5,253,303 |
| Occupancy | 214,177 | 162,000 | - | - | - | - | - | - | (140,012) | 236,165 |
| Utilities | - | 73,070 | 22,768 | 8,589 | - | - | - | - | - | 104,427 |
| Real estate taxes | - | 140,137 | 39,297 | 31,959 | - | - | - | - | - | 211,393 |
| Maintenance and repairs | 37,529 | 23,352 | 55,796 | 1,750 | - | - | - | - | - | 118,427 |
| Telephone | 142,831 | - | - | - | - | - | - | - | - | 142,831 |
| Printing and postage | 951,765 | - | - | - | - | - | - | - | - | 951,765 |
| Office | 274,359 | 57,402 | 1,991 | 16,210 | 1,311 | 1,326 | 1,100 | 2,893 | - | 356,592 |
| Legal | 292,134 | 22,259 | - | - | - | 1,559,445 | - | - | - | 1,873,838 |
| Accounting | 245,096 | - | - | 5,617 | - | - | - | - | - | 250,713 |
| Consulting and outside services | 115,830 | 42,617 | 10,800 | 1,933 | - | - | - | - | - | 171,180 |
| Computer | 300,325 | - | - | - | - | - | - | - | - | 300,325 |
| Insurance | 214,019 | - | 600 | 4,527 | - | - | - | - | - | 219,146 |
| Meetings and conferences | 1,905,764 | - | - | - | - | - | - | - | - | 1,905,764 |
| Per capita taxes - affiliated organizations | 888,421 | - | - | - | - | - | - | - | - | 888,421 |
| Promotional and charitable | 464,345 | - | - | - | - | - | - | - | - | 464,345 |
| Political contributions | 213,500 | - | - | - | - | - | - | 211,196 | - | 424,696 |
| Training | 16,657 | - | - | - | - | - | - | - | - | 16,657 |
| Currency exchange | 105,343 | - | - | - | - | 50,000 | - | - | - | 155,343 |
| Depreciation | 265,531 | 464,441 | 56,920 | 20,473 | - | - | - | - | - | 807,365 |
| Total expenses | $ 20,497,830 | $ 985,278 | $ 188,172 | $ 91,058 | $ 4,309 | $ 2,016,712 | $ 1,100 | $ 214,089 | $ (140,012) | $ 23,858,536 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINING SCHEDULES OF EXPENSES**

**YEAR ENDED APRIL 30, 2014**

| | General Fund | I.A.T.S.E. General Office Building Corp. | I.A.T.S.E. Realty Corp. | I.A.T.S.E. International Building Corporation | Convention Fund | Defense Fund | Security Department | Political Action Committees | Elimination | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Payroll and allowances | $ 7,965,081 | $ - | $ - | $ - | $ 2,465,658 | $ 268,485 | $ - | $ - | $ - | $ 10,699,224 |
| Payroll taxes | 679,544 | - | - | - | - | - | - | - | - | 679,544 |
| Employee benefits | 4,963,335 | - | - | - | - | 99,029 | - | - | - | 5,062,364 |
| Occupancy | 516,676 | 150,000 | - | - | - | - | - | - | - | 666,676 |
| Utilities | - | 72,188 | 19,911 | 8,207 | - | - | - | - | - | 100,306 |
| Real estate taxes | - | 128,295 | 39,387 | 25,888 | - | - | - | - | - | 193,570 |
| Maintenance and repairs | 37,456 | 9,538 | 103,226 | 3,074 | - | - | - | - | - | 153,294 |
| Telephone | 115,331 | - | - | - | - | - | - | - | - | 115,331 |
| Printing and postage | 885,980 | 5,099 | - | - | 472,711 | - | - | - | - | 1,363,790 |
| Office | 250,045 | 11,123 | 3,654 | 15,654 | 1,829 | - | 805 | 3,793 | - | 286,903 |
| Legal | 495,089 | 25,870 | - | - | - | 1,166,959 | - | - | - | 1,687,918 |
| Accounting | 341,949 | - | - | 4,500 | - | - | - | - | - | 346,449 |
| Consulting and outside services | 169,126 | 22,509 | 10,800 | - | - | - | - | - | - | 202,435 |
| Computer | 282,519 | 4,198 | - | - | - | - | - | - | - | 286,717 |
| Insurance | 194,224 | - | 600 | 4,359 | - | - | - | - | - | 199,183 |
| Meetings and conferences | 2,508,268 | - | - | - | 327,720 | - | - | - | - | 2,835,988 |
| Per capita taxes - affiliated organizations | 949,059 | - | - | - | - | - | - | - | - | 949,059 |
| Promotional and charitable | 379,348 | - | - | - | - | - | - | - | - | 379,348 |
| Political contributions | 184,302 | - | - | - | - | - | - | 159,750 | - | 344,052 |
| Training | 24,015 | - | - | - | - | - | - | - | - | 24,015 |
| Currency exchange | 57,036 | - | - | - | 29,524 | | - | - | - | 86,560 |
| Depreciation | 317,965 | 439,549 | 56,920 | 20,474 | - | - | - | - | - | 834,908 |
| Total expenses | $ 21,316,348 | $ 868,369 | $ 234,498 | $ 82,156 | $ 3,297,442 | $ 1,534,473 | $ 805 | $ 163,543 | $ - | $ 27,497,634 |

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND AFFILIATES**

**COMBINED SCHEDULE OF EXPENSES**

**YEARS ENDED APRIL 30, 2017, 2016, 2015 AND 2014**

| | 2017 | 2016 | 2015 | 2014 |
|---|---|---|---|---|
| Payroll and allowances | $ 9,555,723 | $ 9,139,772 | $ 8,418,416 | $ 10,699,224 |
| Payroll taxes | 644,355 | 627,347 | 587,424 | 679,544 |
| Employee benefits | 5,953,529 | 5,541,714 | 5,253,303 | 5,062,364 |
| Occupancy | 241,082 | 249,325 | 236,165 | 666,676 |
| Utilities | 85,152 | 89,897 | 104,427 | 100,306 |
| Real estate taxes | 225,560 | 211,017 | 211,393 | 193,570 |
| Maintenance and repairs | 129,220 | 121,145 | 118,427 | 153,294 |
| Telephone | 114,159 | 114,193 | 142,831 | 115,331 |
| Printing and postage | 972,127 | 957,917 | 951,765 | 1,363,790 |
| Office | 628,326 | 408,542 | 356,592 | 286,903 |
| Legal | 1,217,949 | 1,510,180 | 1,873,838 | 1,687,918 |
| Accounting | 249,022 | 218,772 | 250,713 | 346,449 |
| Consulting and outside services | 220,584 | 224,395 | 171,180 | 202,435 |
| Computer | 280,113 | 293,276 | 300,325 | 286,717 |
| Insurance | 243,578 | 223,151 | 219,146 | 199,183 |
| Meetings and conferences | 1,925,729 | 1,790,076 | 1,905,764 | 2,835,988 |
| Per capita taxes - affiliated organizations | 924,813 | 902,752 | 888,421 | 949,059 |
| Promotional and charitable | 476,664 | 517,160 | 464,345 | 379,348 |
| Political contributions | 813,262 | 340,500 | 424,696 | 344,052 |
| Training | 10,578 | 15,622 | 16,657 | 24,015 |
| Currency exchange | 320,706 | 300,268 | 155,343 | 86,560 |
| Depreciation | 709,748 | 751,502 | 807,365 | 834,908 |
| Total expenses | $ 25,941,979 | $ 24,548,523 | $ 23,858,536 | $ 27,497,634 |

Mr. Chairman, I move to refer the report of the General Secretary-Treasurer to the Audit and Finance Committee.

PRESIDENT LOEB: The Chair recognizes Wayne Goodchild, Local 873.

DELEGATE WAYNE GOODCHILD, Local 873: Thank you, Mr. Chairman. Wayne Goodchild, Local 873. Mr. Chairman, I second the motion to refer the report of the General Secretary-Treasurer to the Audit and Finance Committee.

PRESIDENT LOEB: It is moved and seconded to refer the report. Is there any discussion?

Those in favor of the motion to refer, say aye.

Opposed, say no.

Motion is referred and adopted.

International Trustee Pat White will now read the report of the Board of Trustees.

## REPORT OF THE BOARD OF TRUSTEES

INTERNATIONAL TRUSTEE WHITE: Thank you.

Greetings. We, the International Board of Trustees, pursuant to the call of the International President, Matthew D. Loeb, convened at the Diplomat Hotel in Hollywood, Florida, on July 9th, 2012, for the purpose of checking the financial accounts of the International Alliance and submit herewith the following report covering the 48-month period from May 1st, 2013, to April 30th, 2017.

We have examined the combined financial statements as of and for the year ended April 30th, 2017, prepared by the auditors from the firm Schultheis & Panettieri, LLP. Comparative totals reported are consistent with those previously published in the *Official Bulletin* for the years ending April 30th, 2014, 2015, and 2016. Financial results for the year ending April 30th, 2017, are consistent with our expectations based on our most recent review of the books and records during the period June 6 to 8, 2017.

Our constitutional responsibilities include a semiannual review of the books and records of the International for fiscal years ending April 30th, and for the past four years the Trustees have routinely examined the following books and records and have always found them to be in order:

A) the General Defense, Convention, and Security Fund accounts for the United States and Canada, as well as the three realty corporations and Political Action Committees;

B) the United States and Canadian payroll accounts;

C) the statements for the Merrill Lynch investment funds, the BMO Harris private banking accounts, and the American Independence account;

D) the master account governing the airline tickets purchased by the General Executive Board and various International representatives on assignment from the International President;

E) the assorted expense vouchers and hotel bills submitted by the officers and various International representatives on assignment from the International President;

F) quarterly reports filed by local unions;

G) Fidelity insurance policies maintained by the International.

In addition, we annually meet with the auditors to review the financial statements, the Form LM-2 and Form 990 filings, the financial core report, and the management letter. We are pleased to report that the total net assets of the International have grown to $52,141,684 as of April 30th, 2017. This includes total net assets of $36,920,493, $12,719,811, and $6,379,322 in the General, Defense, and Convention funds respectively.

We respectfully acknowledge the contributions during the period of this report by former International Trustees C. Faye Harper and Thomas Cleary. Their commitment and dedication was exemplary and their mentorship was most appreciated.

May we also take this opportunity to express our sincere appreciation to General Secretary-Treasurer James B. Wood and his exceptional staff for their assistance and complete cooperation during our assignments to review the financial affairs of this Alliance.

This report is respectfully submitted by the Board of Trustees: Carlos Cota, Andrew C. Oyaas, Patricia White.

PRESIDENT LOEB: Thank you. The Chair recognizes Chandra Miller, Local 478.

DELEGATE CHANDRA MILLER, Local 478: Thank you, Mr. Chairman. Chandra Miller, Local 478.

Mr. Chairman, I make a motion to refer the report of the Board of Trustees to the Audit and Finance

Committee.

PRESIDENT LOEB: Thank you.

The Chair recognizes John Brasseux, Local 22.

DELEGATE JOHN BRASSEUX, Local 22: Mr. Chairman, I second the motion to refer the report of the Board of Trustees to the Audit and Finance Committee.

INTERNATIONAL PRESIDENT LOEB: Moved and seconded to refer the report. Is there any discussion?

There being none, all those in favor of the motion to refer, say aye.

Opposed, say no.

Motion to refer is adopted.

Okay. Our guest has arrived. And we have with us today Congressman Ted Deutch, Florida congressman.

Ted represents Florida's 22nd District, home communities throughout western Palm Beach County and Broward County in southern South Florida. Now serving his fifth term in the 115th Congress, he's been described as a rising voice in the House Democratic Caucus by the Washington newspaper *Roll Call* and was previously named one of *The Forward* newspaper's top Jewish politicians to watch.

He's a member of the House Judiciary Committee, the House Ethics Committee, and the House Foreign Affairs Committee, on which he serves as ranking democrat on the Middle East and North Africa subcommittee.

Noted by the South Florida *Sun Sentinel* for his accessible personality, sense of humor, and thoughtful approach to the issues, Ted has proven himself to be an energetic advocate for the priorities of his constituents. His plan to strengthen social security and improve benefits for all retirees was highlighted by the *New York Times*, and his efforts to boost cancer research, fight hunger and poverty, and institute sensible criminal justice reforms has won praise from the prominent organizations like the American Cancer Society, the National Committee to Preserve Medicare and Social Security, and the American Bar Association.

Ted's priorities in the 114th Congress include promoting economic opportunity in South Florida, reducing the influence of big money in our elections, reforming our broken immigration system, and advancing the security interests of the United States, Israel, and our allies.

As a member of the House Judiciary Committee, Ted has worked to defend voting rights, protect the integrity of our elections, and promoted equality under the law.

Please join me in welcoming a friend to families, a friend to workers, and a friend to the IATSE, Congressman Ted Deutch.

*(Standing ovation)*

Keep clapping. He's here.

*(Laughter and applause)*

## THE HONORABLE TED DEUTCH

### U.S. House of Representatives
### (D) Florida

All right. So much for the Green Room. That's what happens when you're late. Sorry, everyone.

Good morning.

Not surprisingly, I want to give a thumbs up on the set design.

*(Laughter)*

It's really great to be here. I am sorry that I'm late, but you may not have even known, and I'm out of breath.

Matt, thanks. Welcome, all of you to Florida. Thanks to you, Matt. Thanks to Chris Ranung of Local 477 right here in Fort Lauderdale for the invitation. And again, welcome, everyone, to South Florida. We are so glad to have you.

I want to thank all of you, all of the IATSE members here today, for your hard work fighting for fair pair, for the hardworking Americans at the foundation of our creative industries. Day in and day out you help create the backdrop of the media that has become a growing part of American life.

I have to tell you I am particularly excited to be here because I'm the guy -- I'm not always the only one, but you should know I'm the guy who's sitting in the movie theater until the last name of the credits appears.

*(Applause)*

Because I know the work that all those people put in to making what I see great.

I also wanted to prepare for my meeting with you today, so I spent the weekend really cramming. I saw two films, including *Planet of the Apes*, which, by the way, had the longest credits I think I've ever seen, so congratulations to everyone involved with that.

*(Laughter)*

I watched three episodes of Ray Donovan, the latest show I'm binge watching. And just for good measure, I watched the season premiere of Season 7 of *Game of Thrones* last night.

*(Applause)*

And the fact is what I did over the weekend is not unusual. Every day Americans spend an average -- and I saw this and could not believe it -- every day Americans spend an average of 10 hours 39 minutes in front of one screen or another.

You build much of the content that is available at every hour of the day delivered through smartphones, tablets, TVs and computers. Your work is a huge part of every American's life. You are responsible for the incredible shows, the performances that we see all across this country. And you're really good at it. So good at it, in fact, that it can be a little disorienting at times what is real and what is a fantastical product of your hard work.

Almost 10 percent of Americans still believe that you, the people in this room, may have had something to do with the footage of the moon landing.

*(Laughter)*

I don't know if that's nervous laughter that people are on to you or –

*(Laughter)*

More disturbing, more disturbing than moon landing conspiracy theorists, unfortunately, is the recent partisan divide when it comes to believing basic facts that are delivered in our daily news, like the discussions that we've been having about Russia.

Even after this week's smoking gun e-mails from Donald Trump, Jr., one poll found that close to 85 percent of Republicans think that the Russia issue is a distraction, that it's made up. On the flip side, the exact same percentage of Democrats, almost 85 percent, believe that Russia is a serious issue. The problem is that our culture and our politics are creating a divide right now that will make it harder and harder to deal not just with the big controversies, the ones in the headlines, but also the policy issues that ought to be bipartisan. Inability to establish basic facts just to acknowledge what is real means that we can't break through the gridlock on almost any issue, even if there would ordinarily be room for agreement.

Take online piracy, for example, which is an issue that has had a major impact on your industry and on our economy. Piracy threatens healthy marketplaces around the globe that can sustain creativity, creators and the myriad of professionals who make up our entertainment and media industries, so many of you in this room.

American creativity, our intellectual property, is our most important export. And operating a business model that says that everything should be available online for free all the time runs counter to that and threatens your jobs. This is a simple issue to grasp and fighting online piracy and the people who try to steal the important products that you make is something that we should all be committed to.

*(Applause)*

While I know that a lot of your work is focused in New York and in Los Angeles, there are hardworking IATSE members all across the country and all across the globe, and you're making a big impact. Just look at Florida. The motion picture and television industry is responsible for nearly 145,000 jobs and more than $6.3 billion in total wages in Florida. More than 29,800 people are directly employed by the motion picture and television industry, including 10,349 production-related employees. There are nearly 7,600 motion picture and television industry businesses in Florida, including 5,461 production-related companies.

There is a vibrant theater life all throughout Florida. The industry ripples across all sectors of the Florida economy through local communications, real estate, advertising, and accounting businesses.

Now, I wish I could tell you -- I know it's a national audience, but I also know some of you are from Florida. And I wish I could tell you that the Florida legislature and our governor had taken action to support and to preserve these jobs here in Florida so that the Floridians here don't have to think about moving to

Atlanta or to British Columbia. But that's for another day.

Taking action to protect our economy and workers from the damaging impact of digital theft is important to my constituents and to many of my colleagues in Congress, Democrats and Republicans alike. Thankfully, protecting America's creative industries is something where I have found space to work with my Republican colleagues. Through the Judiciary Committee I've been able to find common ground in the fight against piracy and strengthening our intellectual property protections. Members from both sides of the aisle are concerned about the hardworking Americans like you, even if the threat to your jobs isn't at the top of mine when someone clicks on pirated content.

But it will be difficult to take meaningful action if the Judiciary Committee is weighed down with hearings about obstruction of justice at the White House. And it seems like the 2016 election and Russia's meddling in it will continue unfortunately to get in the way.

Congress and President Trump ought to be working together to grow our economy and to create good jobs. Instead, we've been thrown into chaos with head-spinning breaking news every single day. Trump's decision to let this story bleed out in a slow drip has already exposed half-truths and, frankly, some outright lies from his administration, from his campaign, and from his family.

Jared Kushner still has the highest level security clearance that's available. He has access to the President's daily briefing, which is our most important national security document full of national security secrets. We learned that he updated his security clearance form with over 100 new names, a hundred new names that he failed to disclose earlier in the year; and yet, he forgot about the meetings with Donald Trump, Jr. and three, possibly four, as of this morning, perhaps even more, Russians. Not just any Russians, Kremlin-connected lawyers, Russian intelligence officers, hackers. It is, frankly, hard to imagine that someone who was not married to the President's daughter would keep his job after everything we learned last week.

Now, this story seems to be made for the stage or screen, and I'm sure many of you will help tell the story someday. I just hope -- I'm sure that's true actually. I just --

*(Laughter)*

And I'm sure a lot of you have been thinking about that already.

*(Laughter)*

I just hope -- I hope that it's not too dystopian a tale. But to make it sure isn't.

We've got to come together. We need Republicans and Democrats to put our national security before control of the White House or keeping a seat in Congress. We need to end gerrymandering so that Congress can start to look and sound a little more like the Americans that they're supposed to be representing.

*(Applause)*

We need to get big money out of politics and end Citizens United so the voices of every American aren't drowned out by large special interests.

*(Cheers and applause)*

And we need to hold Russia accountable for its attack against our democracy and ensure that we build safeguards necessary to protect the sacred promise of self-government guaranteed to us in our Constitution. Our Democratic institutions rely not only on the rule of law, but also on the courage of individuals. The norms that provide the scaffolding around those institutions are optional. They can be tested. They can be strained. They can be discarded. But we're seeing day by day that it is up to each of us -- it's up to each of us to call out these violations, to stand up for our values, and to resist the forces that are attempting to subvert the will of the people. These issues are bigger than scandals and breaking news alerts.

This will be a long fight. We are just slightly more than six months into this new administration, but these problems will last longer than this administration.

Now, I know -- I know firsthand that all of you are good for a long battle because I have represented parts of Palm Beach and Broward Counties for over ten years, first in the Florida Senate, now in Congress. This means that I was around to stand with Local 500 and to cheer the resolution of a 12-year-long dispute with the Kravis Center thanks to the great leadership of incredible people like Terry McKenzie.

*(Applause)*

And as you know -- as you know from your battles with management across the country, and this effort that also reminded us that there are things -- there are battles worth sticking out. And for our nation the fight for our democracy is the most sacred of all. It is the one that I am proud to fight with you. We must commit to

defend our common values, to embrace the democratic institutions that have carried our nation forward at challenging times throughout our history and continue to strive for a more perfect union.

Now, look. Last year's election caught a lot of people by surprise, including me. And the conclusions that we can draw from the election aren't completely clear yet, partly because we still don't know exactly how the campaign may have worked with Russia to tilt the scales. But one of the early reactions was that so-called establishment wings of both parties don't get it; that they don't understand labor; that they don't know how to talk to labor; that they don't know what it's like for working men and women in America.

But what I know is that just because a candidate says something, it doesn't mean that he has any idea about what it's like to put in an honest day's work. My friends, I do. I grew up in Bethlehem, Pennsylvania, where everyone -- everyone -- in our city was connected to the steel company. In my schools -- my elementary school, my junior high, and my high school -- the steel family kids went to school there. But you know what else? It was the kids of the executives, it was the kids of the foundry workers, it was the kids of the janitors, and, in my case, it was the child of the painter who painted the houses and the offices at Bethlehem Steel. We were all in it together. We understood that it took everyone's contribution to make things work. And it was important to value the contribution that each person was making. We knew one another, we cared about one another, and we felt comfortable talking to one another. If you lose that, when you start pitting one of these groups against another, nobody wins.

I saw it. I saw what happened when the steel company started with layoffs and then forced early retirements and then ultimately shutting down the steel mills altogether, and I saw what happened when no one seemed willing to stand up for what was fair and for what was right.

Now, today I'm a member of the United States House of Representatives, and we've got one job in good times and in bad. It's the same job when factories are humming or when corporations are shipping jobs overseas. It's the same job when some work tirelessly to take American creativity and put it on screen, while others think that the work you do should be given away for free.

That one job we have is to represent you. My job -- my job -- is to be the voice and the vote of my neighbors, the workers who help make America great and who know that in this, the greatest country on earth, you should be in charge, you should set the agenda, not big special interests, not foreign powers who hack our elections, and not elected officials who put their interests and the interests of their family above the country.

I am so thrilled to join you here today and to stand with you to honor the work that you do every day, and the work that you contribute to the greatest production the world has ever seen: The American democracy.

Thanks very much, everyone, for having me. Thank you very much.

*(Standing ovation).*

PRESIDENT LOEB: Our sincere thanks to Congressman Deutch, who understands our issues and fights for workers and fights for the IATSE.

Thank you, again.

Very important. I want to offer thanks and appreciation for the brothers and sisters working through HERE this week. HERE 355 and Plumbers Locals 719 and 725 work in this hotel. So make sure that you take care of those people that are taking care of us.

*(Applause)*

But be careful because sometimes the tip is included.

*(Laughter)*

Give a little extra.

There are several greetings and messages from leaders of other unions that are printed in a booklet in your kits. We also received two video greetings from the Teamsters and the American Federation of Government Employees that we will now view.

*...General President Hoffa addressed the delegates via video as follows:*

## JAMES P. HOFFA
## General President
## International Brotherhood of Teamsters

Hi. I'm Jim Hoffa, General President of the Teamsters Union. Greetings to all my friends, IATSE. I know you're having a convention right now, and the very, very best wishes for a productive convention.

You know, the IATSE and the Teamsters work side by side in Canada and the United States. We do a great job together. We're going to make sure that keeps on in the future. Your great leadership, Matt Loeb as President and Secretary-Treasurer James Wood, are great leaders, and you're very, very lucky to have them as your leaders, and I know that they're doing a good job. We work side by side with them and with great respect for both sides.

Right now, this is a great time for our two unions to have unity and solidarity in the great challenges we face together.

The very, very best to all of you out there at your convention. Good luck.

*(Applause)*

*...National President J. David Cox, Sr., addressed the delegates via video as follow:*

J. DAVID COX, SR.
National President
American Federation of
Government Employees

Greetings, Brothers and Sisters. I'm J. David Cox, President of the American Federation of Government Employees. And on behalf of the 700,000 federal and D.C. government workers represented by AFGE, I want to extend a warm welcome to all the delegates attending IATSE's 68th Quadrennial Convention.

Like AFGE, you've been growing your membership through a combination of grassroots organizing, political engagement, and empowering rank-and-file members. Recruiting more members is the only way we will be able to win the fights that lie ahead for our movement.

With so many of our workplace rights and protections under attack, there's no more important time than right now to be a union activist. I know all of you at IATSE have our backs, and I want you to know all of us here at AFGE have your backs. By standing together as one union, as one movement, we're going to continue to grow the labor movement worldwide and to fight for all working men and women everywhere.

Best of luck at your convention. And I ask all of you to join with me and the entire labor movement and open up that gigantic can of whoop-ass on anyone that gets in the way of working people in the world.

*(Applause)*

PRESIDENT LOEB: He's fantastic.

Are there any final announcements for today?

## ANNOUNCEMENTS

READING CLERK FRY: Yes, there are.

Delegates are reminded that there is an IATSE PAC booth outside this convention hall where contributions may also be made by completing the PAC form or by making online contributions. Delegates are also reminded that the PAC may only accept contributions from IATSE members who are United States citizens.

A daily synopsis of each day's proceedings will be available the following day on the IATSE convention website at *www.iatseconvention.com*

READING CLERK VERGNANO: The IATSE Education and Training Department and the IATSE Entertainment and Exhibition Industries Training Trust Fund is conducting a training survey from Monday, July 17th, through Thursday, July 20th, here at the convention. The purpose of the survey is to gather information about training needs of the locals and members and how the Education Department and the Training Trust Fund can be helpful to IATSE Locals.

We ask that each local union assign a delegate or a small team of delegates who are familiar with your own local's union skills and craft training needs to take the survey on behalf of your local. Designated delegates should stop by the Training Trust Fund outside the convention hall table to collect the ticket they will need to take the survey. Representatives will be there to assist you if you have any questions.

READING CLERK FRY: Local 1 invites all delegates to its convention kick-off party tonight from 7:00 p.m. until 10:00 p.m. The party will be in the South Palm Court. If it rains, the party will move to the Atlantic Ballroom.

READING CLERK VERGNANO: Theatrical Wardrobe Union, Local 764, from New York, is selling tickets for a chance to win a handmade quilt. Sales benefiting the IA PAC. Tickets are $5 each or five tickets for $20.

This is Local 764's sixteenth annual raffle. Tickets may be purchased from Local 764 delegates sitting in the District 10 section.

*(Applause)*

READING CLERK FRY: In your delegate bags you should have received a flier regarding the food options available in the hotel. In addition to the hotel restaurants, there's an IATSE café in the Great Hall 5 for cold options and at the South Palm Court for hot options.

PRESIDENT LOEB: That concludes the announcements.

That being the conclusion of this morning's session, the Convention will now stand recessed until tomorrow morning at 10:00 a.m. Thank you.

(At 11:37 a.m., Monday, July 17, 2017, the Convention was recessed, to reconvene at 10:00 a.m., Tuesday, July 18, 2017.)

———————————————————

The Interim Report of the Credentials Committee was presented. The final delegate list is included in these proceedings and is as follows:

## FINAL DELEGATE LIST

| Local No. | Delegate | Votes to Each |
|---|---|---|
| One | **NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NASSAU/ SUFFOLK COUNTIES OF LONG ISLAND, NY** | |
| | ARMSTRONG, WILLIAM B | 1 |
| | BRAUNSTEIN, ADAM M | 3 |
| | CAFFREY, MICHAEL A | 2 |
| | CLAFFEY, SR., JAMES J | 1 |
| | DEAN JR., PAUL F | 3 |
| | DEVERNA, GREGORY J | 1 |
| | KELLY, JOHN J | 1 |
| | LAZARTO, FRANCIS R | 2 |
| | LYNCH JR., RONALD F | 1 |
| | MACDONALD, EILEEN P | 2 |
| | MANNO, ANTHONY | 1 |
| | MCDONOUGH, ROBERT | 2 |
| | MCGARTY, KEVIN A | 3 |
| | MCMAHON III, EDWARD J | 3 |
| | NIMMO, ROBERT C | 3 |
| | SCORE, ROBERT C | 2 |
| | VALENTINO, JOSEPH M | 1 |
| | WHITE, LAWRENCE S | 1 |
| 2 | **CHICAGO, IL** | |
| | HERRMANN, THOMAS L | 2 |
| | KERINS, DANIEL K | 3 |
| | SCHNOEBELEN, JEFFREY | 1 |
| | SCHNOEBELEN SR., JAMES C. | 1 |
| 3 | **PITTSBURGH, PA** | |
| | BROWN, ROBERT J | 1 |
| | FOYLE, SHAWN W | 1 |
| | OLINGER, ROBERT L | 1 |
| 4 | **BROOKLYN AND QUEENS, NY** | |
| | CACCAVO, JASON | 1 |
| | CAMERON, JOHN | 1 |
| | GAGLIARDO, JEFFREY | 1 |
| | PURDY, KENNETH | 1 |
| 5 | **CINCINNATI-HAMILTON-FAIRFIELD-SPRINGDALE-OXFORD, OH** | |
| | GUIDUGLI JR., THOMAS L | 2 |
| 6 | **ST. LOUIS, MO** | |
| | BECKMAN, MICHAEL D | 1 |
| | RUDD, JOSEPH M | 1 |
| 7 | **DENVER, CO** | |
| | ARELLANO, DAVID A | 1 |
| | DURAN, MARK E | 1 |
| | PRESTON, BRYANT | 1 |
| | SCHMIDT, GARY | 1 |
| 8 | **PHILADELPHIA, PA/CAMDEN-MERCERCOUNTY, NJ** | |
| | DAMIANI, JOHN FRANCIS | 1 |
| | MAPLES, FRED A | 1 |
| | MCINTYRE, MATTHEW J | 1 |
| | MOORE, JR., DENNIS | 1 |
| | O'SHEA, CHRISTOPHER | 1 |
| | RYDER, SEAN F | 1 |
| | YOWLER, JOHN W | 1 |
| 9 | **SYRACUSE-ROME-ONEIDA-UTICA, NY** | |
| | MCARTHUR, ANDREW J | 1 |
| | RUSSELL, KEITH A | 1 |
| 10 | **BUFFALO, NY** | |
| | FAULHABER, KEVIN | 1 |
| | SYRACUSE JR., GARY J | 1 |
| 11 | **BOSTON-LYNN-SALEM-WALTHAM BROCKTON-PLYMOUTH-CAPE COD, MA** | |
| | QUIGG, MICHAEL C | 1 |
| | WELLING, CHRISTOPHER | 2 |
| 12 | **COLUMBUS-MARYSVILLE-DELAWARE NEWARK, OH** | |
| | DOOLEY, MICHAEL A | 1 |
| | SWARTZ, REBECCA A | 1 |
| 13 | **MINNEAPOLIS-ST.CLOUD-LITTLE FALLS BRAINERD-ST. JOHN'S UNIV-COLL. OF ST BENEDICT-ST. PAUL, MN** | |
| | DEVINS, WILLIAM | 1 |
| | FEDOR, MICHAEL B | 1 |
| | OSTERTAG, JAMIE | 1 |
| | RICE, MATTHEW | 1 |
| | TERWILLIGER, MATHEW A | 1 |
| 14 | **ALBANY-SCHENECTADY-AMSTERDAM TROY, NY** | |
| | IGOE, ROBERT T | 1 |
| 15 | **SEATTLE-EVERETT-OLYMPIA-TACOMA BREMERTON-BELLINGHAM ANACORTES-MT.VERNON-SEDRO WOOLEY-PORT ANGELES-BURLINGTON CONCRETE-STANWOOD-MARYSVILLE LONGVIEW, WA** | |
| | BROWN, KATY M | 2 |
| | DAVIS, GREG | 1 |
| | PONCE, SALVADOR | 1 |
| | SEAGRAVES, LAURA | 1 |

**16 SAN FRANCISCO-MARIN CTY-SANTA ROSA-LAKE MENDOCINO-SONOMA – NAPA CTY-SAN MATEO CTY-PALO ALTO, CA**

BEAUMONTE, JAMES ..... 1
BENNETT, ANDREW R ..... 1
BORELIS, DANIEL P ..... 1
DESMOND, JOANNE ..... 1
LUTGE, STEVE ..... 2
MALEY, MICHAEL K ..... 1
OHTA, MICHAEL T ..... 1
RAYMOND, EDWARD L ..... 1
RYAN, KATHLEEN G ..... 1
STOYE, JAMES ..... 1

**17 LOUISVILLE-FRANKFORT-DANVILLE, KY**

CAMPBELL, GREGORY L ..... 1
DICKEN, MATTHEW J ..... 1

**18 MILWAUKEE-WAUKESHA, WI**

GERGERICH, THOMAS J ..... 1
GRIEBL, MICHAEL J ..... 1

**19 BALTIMORE, MD**

HOLTMAN JR., RONALD B ..... 1
HOLTMAN SR., RONALD B ..... 1

**21 NEWARK, MIDDLESEX, MERCER, OCEAN AND UNION COUNTIES, ASBURY PARK AND LONG BRANCH, NJ**

GUTOWSKI JR., STANLEY ..... 1
STAS, MICHAEL ..... 2

**22 WASHINGTON, DC**

BRASSEUX, JOHN L ..... 1
CHAVKA, RYAN ..... 1
CLAY III, IRVING C ..... 1
PAGE, JOHN D ..... 1

**23 STATE OF RHODE ISLAND**

BRACKETT, III, WILLIAM A ..... 1
ROBERTS, MICHAEL ..... 1

**24 TOLEDO-LIMA-MARION-BOWLING GREEN-TIFFIN-FINDLAY, OH**

HILL, JR., DONALD ..... 1
SEGURA, GEORGE A ..... 1

**26 GRAND RAPIDS-MUSKEGON-BATTLECREEK-KALAMAZOO-HOLLAND-ST. JOSEPH, MI**

SAVAGE, STASIA ..... 1
TAYLOR, MATTHEW R ..... 1

**27 CLEVELAND-ASHTABULA-LORAINE-ELYRIA-SANDUSKY-ERIE COUNTY, OH**

LEHANE, MICHAEL ..... 1
SHORT, JOSEPH ..... 1

**28 PORTLAND-SALEM, OR**

BATEMAN, CHRISTOPHER ..... 1
RODRIGUEZ BETTS, RHIANNON ..... 1
VENETUCCI, ROSE ETTA ..... 1

**30 INDIANAPOLIS-KOKOMO-RICHMOND-EARLHAM COLLEGE-LOGANSPORT-PERU-CONNERSVILLE-MUNCIE-PORTLAND-ANDERSON, IN**

MULRY, BRIAN E ..... 1
QUINN, QUENTIN L ..... 2

**31 KANSAS CITY-ST. JOSEPH, MO/KANSAS CITY-TOPEKA-LAWRENCE-EMPORIA, KS**

MC ANANY, MICHAEL J ..... 1
TAYLOR, JASON ..... 1

**32 DULUTH, MN**

RIGSTAD, JAMES ..... 1

**33 LOS ANGELES-LONG BEACH-PASADENA-SANTA MONICA, CA**

ARANDA, DARRELL ..... 1
BAUER, MARK J ..... 1
BEEBE, KYLE ..... 2
BLANCH, GEORGE T ..... 1
CASADY, LEE E ..... 1
FORD, WILLIAM T ..... 1
GOODWIN, ELIZABETH C ..... 1
JONES, WILLIAM H ..... 1
LESLIE, JANE E ..... 1
MARLEY, PETER P ..... 1
PHILLIPS, ROSEMARY ..... 1
PITKIN, RANDOLPH ..... 1
RALEIGH, WILLIAM F ..... 1
SACKS, ANTHONY ..... 1
WRIGHT, JAMES M ..... 1

**38 DETROIT-PONTIAC-MT. CLEMENS-PORT HURON, MI**

MILLER, E JOSEPH ..... 5

**39 NEW ORLEANS, LA**

ARTHUR, ALAN L ..... 1
CHRISTOPHER, KEITH ..... 1
GANDOLINI JR., DONALD J ..... 1

**42 OMAHA-FREMONT,NE/COUNCIL BLUFFS-SIOUX CITY, IA**
LEE, JOSEPH C ..... 1
STARK, DESTINY ..... 1

**44 HOLLYWOOD, CA**
AHRENS, PAUL C ..... 5
BROWN, EDMOND H ..... 10
CAPPELLO, MICHAEL ..... 7
DIERSING, MICHAEL F ..... 8
ELLIOTT, DAVID ..... 3
JOEL, ANDREA S ..... 4
PAWLUC, ANTHONY ..... 10
SCHREFEL, JR., RAY E ..... 7
STREETT, JAMES D ..... 2

**46 NASHVILLE, TN**
BROWN, TIMOTHY D ..... 1
ROBERTSON, JAMES V ..... 1
SANDLIN, MIKE ..... 1

**48 AKRON-CANTON-MASSILON-ALLIANCE-MANSFIELD, OH**
LOUIE, HELEN ..... 1
SCHREIBER, JOSEPH C ..... 1

**49 TERRE HAUTE, IN**
TARGETT, DAVID W ..... 1

**50 SACRAMENTO-CHICO-STOCKTON-MARYSVILLE, CA**
KELLY, JOHN M ..... 1
PERRY, MICHAEL R ..... 1

**51 HOUSTON-GALVESTON, TX**
RHOADS, RICHARD M ..... 1
THOMAS, BARRY ..... 1
VAN ORDEN, KEVIN J ..... 1

**52 STATES OF NEW YORK/NEW JERSEY/ CONNECTICUT/NORTHERN DE/ GREATER PA**
BURKE, GLYNIS J ..... 1
DALTON, JR., JEREMIAH ..... 1
DOLAN, JAMES P ..... 1
DOLAN, RICHARD ..... 10
FINNERTY, JOHN M ..... 1
FORTUNE, RAYMOND ..... 10
FUNDUS, JOHN K ..... 10
KASTNER, BARBARA A ..... 1
LOWRY JR., WILLIAM R ..... 1
MAHONEY, DANIEL ..... 1
MCGAVIN, WILLIAM G ..... 1
TICE, RICHARD J ..... 1
ZUCH, STEVEN N ..... 1

**53 SPRINGFIELD-PITTSFIELD, MA**
AFFLITTO, MICHAEL A ..... 2

**55 ROANOKE-SALEM-BLACKSBURG-RADFORD-DANVILLE-LYNCHBURG-STAUNTON, VA**
NELSON, JAMES A ..... 1
WOODS, PATRICK H ..... 1

**56 MONTREAL, QC, CANADA**
MERCIER, ARIELLE ..... 1
SKERRETT, HENRY B ..... 1
VERGNANO, JASON ..... 1

**58 TORONTO, ON, CANADA**
ALLEN, JOHN W ..... 1
ANTHEUNIS, JUSTIN R ..... 1
HOOK, DOUGLAS E ..... 1
MCLAUGHLIN, BRENT ..... 1
ROBINSON, NELSON ..... 1

**59 JERSEY CITY, NJ**
HANCOX, GREG R ..... 2
HANCOX III, RICHARD ..... 1

**60 PENSACOLA-PANAMA CITY-DESTIN, FL**
DECKBAR, ANDREA ..... 1

**62 COLORADO SPRINGS/PUEBLO, CO**
SALAMON, GINA R ..... 1

**63 WINNIPEG, MB, CANADA**
BRETT, JAMES ..... 1
LETAIN, BRENT ..... 1
LOAT, ALISON ..... 1

**66 DAYTON-SPRINGFIELD-DARKE COUNTY-MIAMI COUNTY-CHAMPAIGN COUNTY, OH**
RICE, KENNITH G ..... 1
THOMAS, KEITH ..... 1

**67 DES MOINES-AMES-WAUKEE-MASON CITY, IA**
BOWEN, AARON ..... 1
MUNIZ, WILLIAM R ..... 1

**69 MEMPHIS, TN**
BYASSEE, LEWIS A ..... 1
COUNCE, ROBERT K ..... 1

**74 SOUTHERN CONNECTICUT**
MOORE, CATHERINE ..... 1
MUNROE, BRIAN P ..... 1
SHEA, JAMES S ..... 1

**77 ATLANTIC CITY-VINELAND, NJ**
LA SALA, JOSEPH W ..... 1

**78 BIRMINGHAM, AL**
PARKER, GARY D ..... 1
PARKER, WILLIAM J ..... 1

**80 HOLLYWOOD, CA**
ADAMS, CHRIS ..... 1
ADAMS, THOMAS L ..... 1
BABIN, ROBERT ..... 1
CONOVER, CRAIG S ..... 1
COONEY, BREK ..... 1
DOHERTY, DAMON T ..... 1
ELLIS, DEJON ..... 1
HAGER, CHRIS M ..... 1
JORGENSEN, KENT H ..... 1
KERN, ANGELA ..... 1
MAJORS, JR., WILLIAM B ..... 18
MENDEZ, MICHAEL A ..... 1
MORIARITY, LLOYD M ..... 1
PERDUE, FRED ..... 1
SORDAL, BILL R ..... 1
VALENTIN, THOMAS S ..... 1

**82 WILKES BARRE, PA**
JACOBS, JR., JOSEPH K ..... 1
MARANCIK, MICHAEL J ..... 1

**84 HARTFORD-NO. CONN, CT**
PHILBIN, JASON P ..... 1
TRESTMAN, KENNETH L ..... 1

**85 DAVENPORT, IA/MOLINE-ROCK ISLAND, IL**
GOODALL, JOSEPH T ..... 1
GUTSHALL, ANDREW ..... 1

**87 RICHMOND-PETERSBURG-CHARLOTTESVILLE-EMPORIA, VA**
JOHNSON, SR., WILLIAM C ..... 1

**93 SPOKANE, WA/WALLACE-KELLOGG, ID**
BRUCICK, DAVID J ..... 1
NORDLING, ALLEN J ..... 1

**96 WORCESTER, MA**
APHOLT, DONALD R ..... 1
APHOLT, MARK D ..... 1

**97 READING, PA**
PETERS, COLIN J ..... 1
WINGENROTH, JASON A ..... 1

**99 STATE OF UTAH/BOISE-NAMPA-CALDWELL-TWIN FALLS-SUN VALLEY, ID**
PHELPS, JAMES ..... 1
ROOD, JODY ..... 1
THOMAS, MATTHEW G ..... 1

**100 NEW YORK, NY**
BERNFELD, WIN ..... 1
BRUSH, ERIK ..... 1
CALVIN, GREG ..... 1
D'AMARO, GARY ..... 1
RAHNER, RICHARD ..... 1

**101 NILES-WARREN-YOUNGSTOWN, OH**
HALL, JEFFREY ..... 1

**105 LONDON-ST. THOMAS-SARNIA, ON, CANADA**
BARKER, TERRY ..... 1
GENTILE, ANTHONY ..... 1

**107 ALAMEDA CTY-OAKLAND-BERKLEY-CONTRA COSTA CTY-SOLANO CTY-RICHMOND, CA**
DREYER, KURT E ..... 2
SABEH, OMAR A ..... 1

**110 CHICAGO, IL**
ALTMAN, STEPHEN M ..... 3

**112 OKLAHOMA CITY, OK**
SAXTON, TINA GAY ..... 1

**113 ERIE, PA**
MARCHANT, KENNETH ..... 1

**114 PORTLAND-LEWISTON-AUGUSTA-BANGOR, ME**
BORN, DOUGLAS ..... 2

**115 JACKSONVILLE-TALLAHASSEE-GAINESVILLE, FL**
HUDGENS, BRUCE L ..... 1
LUCIO, SAUL E ..... 1

**118 VANCOUVER, BC, CANADA**
GRIEVE, BETH ..... 1
LIVLAND, ALEX J ..... 1
RITTENHOUSE, KATE ..... 1
WILSON, DAVID (DAVE) ..... 1

**119 SAN FRANCISCO BAY AREA, CA**
SCHIMMEL, BARRY D ..... 3

**121 NIAGARA FALLS-BUFFALO, NY**
SCARDINO JR., JOHN ..... 1

**122 SAN DIEGO-PALM SPRINGS-PALM DESERT-HEMET-BANNING-ELSINORE/29 PALMS, CA**
BARNETT, JOHN ..... 1
BAXTER, JEFF E ..... 1
DISBROW, RICHARD ..... 1
EAVES, RACHEL ..... 1

**124 JOLIET, IL**
PETERSON, MATTHEW J ..... 1

**126 FT.WORTH-ARLINGTON-DENTON-GAINESVILLE-GRAPEVINE, TX**
FAULK, MARLA J ..... 1
FREEMAN, DIANE S ..... 1

**127 DALLAS-GRAND PRAIRIE-MCKINNEY, TX**
PEARLMAN, GREGG ..... 1
PECK, SENITA D ..... 1

**129 HAMILTON-BRANTFORD, ON, CANADA**
JENNINGS, CINDY ..... 2
NOLAN, GARY ..... 1

**134 SAN JOSE-SANTA CLARA, CA**
CURCIO, JOHN ..... 2

**140 CHATTANOOGA, TN**
BRICK, LAWRENCE A ..... 1
GIENAPP, SKIP ..... 1

**143 ST. LOUIS, MO**
HAYMAN, GORDON J ..... 1

**146 FT. WAYNE, IN**
BARILE, MICHAEL A ..... 1

**154 ASHLAND, OR**
CUNNINGHAM, COURTNEY ..... 1
STRAIT, KYLE C ..... 1

**158 FRESNO, CA**
RAPP, PEBBLES ..... 1
WILLIAMS, EDDIE T ..... 1

**160 CLEVELAND-ASHTABULA-LORAIN-ELYRIA-SANDUSKY-ERIE COUNTY, OH**
GALINAC, JOHN A ..... 1

**161 NY, NJ, CT, AL, LA, MI, OH, TN, IL (EXCEPT COOK COUNTY, IL)**
DONAHUE, COLLEEN ..... 2
HUFFMAN, JOSHUA ..... 1
PICKUS, ILENE ..... 1
RAGUSA, GAIL ..... 1
REURS, JILL W ..... 2
SARAMA, MICHELLE H ..... 1

**168 VANCOUVER ISLAND, BC, CANADA**
CROFT, GRAHAM ..... 1
EDMUNDSON, LAURIE E ..... 1

**181 BALTIMORE, MD**
BARRON, FRANK D ..... 1

**183 BEAUMONT-ORANGE-PORT ARTHUR, TX**
STRAWTHER, JAMES B ..... 1

**190 WICHITA-HUTCHINSON-EL DORADO, KS**
MAXWELL, DONALD H ..... 1

**191 CEDAR RAPIDS-WATERLOO-DUBUQUE, IA**
WILEY, SCOTT ALAN ..... 1

**193 BLOOMINGTON-SPRINGFIELD-JACKSONVILLE-NORMAL-MACOMB-PEORIA, IL**
ROFFERS, MARY ..... 1
SCHAUFELBERGER, ELMER E ..... 1

**195 LOWELL, MA-NEW HAMPSHIRE**
CARDOZA, JOYCE A ..... 1

**197 KNOXVILLE-MARYVILLE-ALCOA-GATLINBURG, TN**
CARRELL, RONALD ..... 1
KRYAH, JOHN C ..... 1

**199 DETROIT, MI**
MCCOY, GEORGE R ..... 1

**200 ALLENTOWN-EASTON-STROUDSBURG-BETHLEHAM, PA**
MARSH, KAY L ..... 1

**201 FLINT-OWOSSO, MI**
WILLIAMS, PERRY ..... 1

**204 LITTE ROCK, AR**
DAHL, LINDA J ..... 1
MONTGOMERY, KENNETH E ..... 1

**205 AUSTIN, TX**
COMBS, NIKKI (MONICA L) ..... 1

MAGEE, RACHEL FOY ..... 1

**209 STATE OF OHIO**
BUTLER, JAMES K ..... 2
FAUST, RUSSELL T ..... 1
JARRELL, DANIEL F ..... 1

**210 EDMONTON, AB, CANADA**
GERRIE, PETER ..... 1
TOWNSEND, LEANNE M ..... 2
VANELDIK, JOHN ..... 2

**212 CALGARY, AB, CANADA**
CRELLER, KIMBERLY ..... 2
GUREVITCH, ROSE ..... 3
ROBERTS, GIE ..... 2
WILSON, IAN W ..... 3

**217 ROCKFORD, IL**
TIMM, DAVID ..... 1
WHITMORE, CHARLES ..... 1

**219 MINNEAPOLIS-ST. PAUL-ST. CLOUD-LITTLE FALLS-BRAINERD-ST. JOHN'S UNIV, MN**
ANDERSON, DAVIN C ..... 1

**229 FT. COLLINS,CO/CHEYENNE-LARAMIE, WY**
DENMAN, DAVID ..... 1

**232 NORTHAMPTON-AMHERST, MA**
SHEPARD, BRENDA ..... 1

**251 MADISON-COLUMBIA-SAUK COUNTY, WI**
GAUTHIER, CHRISTOPHER ..... 1
GIANSANTE, PAUL ..... 1

**260 LAKE CHARLES-ALEXANDRIA-PINEVILLE-FORT POLK, LA**
BARGER, MICHAEL ..... 1
HOLLIER, GEORGE J ..... 2
JOHNSON, TODD J ..... 1

**262 MONTREAL, QC, CANADA.....**
BISAILLON, SYLVAIN ..... 4
HILL, MEAGHAN ..... 1
ROSS, STEPHANE ..... 1
WOUTERS, ISABELLE ..... 1

**274 LANSING-E. LANSING-JACKSON-SAGINAW-N. CENTRAL MICH-TRAVERSE CITY-CADILLAC-ALPENA, MI**
DOBSON, THOMAS L ..... 1
WOOLMAN, MATTHEW ..... 1

**284 WILMINGTON, DE**
HARRINGTON, MICHAEL R ..... 1
PIERSON, KATHIE ..... 1

**285 NORFOLK-CHESAPEAKE-PORTSMOUTH-VIRGINIA BEACH-NEWPORT NEWS-HAMPTON-WILLIAMSBURG, VA**
EVANS, III, DALE L ..... 1

**295 REGINA-MOOSE JAW, SK, CANADA**
PHILLIPS, DAVID J ..... 1
PINDER, CELESTE ..... 1

**300 SASKATOON, SK, CANADA**
BOOTH, SEAN ..... 1
GREEN, GLEN ..... 1

**306 NEW YORK, NY**
BOKUN, CAROL ..... 4
GARFMAN, BARRY ..... 4
RUSSELL, RITA ..... 5
SEID, JOHN ..... 4

**311 MIDDLETOWN-NEWBURGH-KINGSTON, NY**
DENDANTO, FRANKLIN H ..... 1
PHILLIPS, CHAD ..... 1
SISILLI, JR., PAUL F ..... 1

**317 INDIANAPOLIS, IN**
POPE, MICHAEL ..... 0
WHITFIELD, DAVID ..... 0

**320 SAVANNAH, GA**
CONRADE, THOMPSON G ..... 1

**321 TAMPA-CLEARWATER-LAKELAND-ST. PETERSBURG, FL**
PALEVEDA, PAUL E ..... 1
REYNOLDS, DAVID ..... 1

**322 CHARLOTTE-GREENVILLE, NC**
HOWARD, CHARLES B ..... 1
SHOW, MARK A ..... 1

**324 ALBANY, NY**
HILL, JOHN K ..... 1

**329 SCRANTON-PITTSTON, PA**
MARTIN, BENJAMIN ..... 1
MARTIN, DONALD E ..... 1

**331 TEMPLE-KILLEEN-BRYAN-WACO, TX**
PIERSON, BRENT D ..... 1

**333 CHARLESTON-MYRTLE BEACH, SC**
CARPER, BLAIR ..... 1
JOHNSON, WILLIAM ..... 1

**336 PHOENIX-PRESCOTT, AZ**
HENNESSY, WILLIAM ..... 1
PIRRI, TONY J ..... 1
SMIDT, JAMES A ..... 1

**339 MISSOULA-KALISPELL-BUTTE-ANACONDA-GREAT FALLS-HELENA, MT**
SOLOMON, AMANDA ..... 1

**346 LEXINGTON, KY**
BURTON, DONALD A ..... 1
HARDIN, LISA C ..... 1

**347 COLUMBIA, SC**
FOLEY, RICHARD ..... 1

**353 PT. JERVIS-SULLIVAN COUNTY, NY**
SOMMERS, GARY PAUL ..... 1

**354 TULSA-PONCA CITY, OK**
CANTRELL, SEAN T ..... 2

**357 KITCHENER-STRATFORD-CAMBRIDGE-GUELPH-WATERLOO, ON, CANADA**
CARD, MARK ..... 1
DENNISON, NEIL ..... 1
MILLER, LARRY ..... 1

**363 LAKE TAHOE-RENO, NV**
SOLON, TERENCE J ..... 2

**378 WICHITA FALLS, TX**
SOELL, J ERWIN ..... 1

**395 ANN ARBOR-MONROE, MI**
NEEB, DEAN P ..... 1
PATTERSON, MICHAEL F ..... 1

**411 PROVINCE OF ONTARIO, CANADA**
GAYFORD, JANET ..... 2
PAUL, CHANDRA-LI ..... 2

**412 BRADENTON-SARASOTA, FL**
SORENSEN, ROY ALBERT ..... 1
WALLENDA-ZOPPE, TINO ..... 1

**414 MILWAUKEE, WI**
TINSLEY, WILL ..... 1
WEST, ERIC ..... 1

**415 TUCSON, AZ**
ROBERTS, BERTRAND ..... 1
STRAVITZ, SCOTT ..... 1

**417 DURHAM-CHAPEL HILL-RALEIGH, NC**
MCINTIRE, ROBERT L ..... 1
WAY, ANDREW J ..... 1

**423 ALBUQUERQUE-ROSWELL-SANTA FE, NM**
ARNDT, ARTHUR ..... 1
CALCAGNO, PAUL ..... 1

**442 SANTA BARBARA COUNTY-VENTURA COUNTY-SAN LUIS OBISPO COUNTY, CA**
TRACHTENBERG, LYLE ..... 2

**461 ST. CATHERINES-WELLAND-NIAGARA FALLS, ON, CANADA**
BLASCHUK, ANTHONY N ..... 2
BONAR, STACEY ..... 1

**470 OSHKOSH-FOND DU LAC-GREEN BAY-WISCONSIN RAPIDS-MARSHFIELD-WAUSAU, WI**
HALUSKA, HEATHER ..... 1
ROSS-CLAUSEN, KRISTI R ..... 1

**471 OTTAWA-KINGSTON-BELLEVILLE, ON, CANADA**
GARRICK-REYNOLDS, JONQUIL ..... 1
REYNOLDS, JIM ..... 1

**476 CHICAGO, IL**
CONNELLY, JOSEPH P ..... 1
HOGAN, MARK A ..... 8
HUDECEK, CHRISTOPHER ..... 1
KENNY, JOHN ..... 1
MATTHYS, BRADLEY ..... 1
OAKES, RICHARD D ..... 1

**477 STATE OF FLORIDA**
DECKARD, JACOB R ..... 1
FLESHER, NANCY R ..... 1
GOODMAN, DAVID ..... 1
HALL, STUART L ..... 1
LEDERMANN, CRAIG M ..... 1
RANUNG-MCCOMB, CHRISTEN ..... 1
ROBERTS II, JAMES L ..... 1
SPEED, KENNETH ..... 1
WEBER, LUCY ..... 1

**478 STATE OF LA/SOUTHERN MISSISSIPPI**
AREVALO, DAWN ..... 2
CHAMBLISS, SUZANNE M ..... 2
MILLER, CHANDRA C ..... 2
PARKER, CORY ..... 2

PARKS, JR., ALLEN J ..... 2
ROBILLARD, MICHAEL ..... 2
SOFTLEY, WAYNE R ..... 2

**479 STATE OF GEORGIA**
AKINS, MICHAEL W ..... 5
AMICK, KEVIN LEE ..... 1
BOOTH, CAITLIN ..... 1
BROWN, JONATHAN ..... 1
BROWN, JR., RAYMOND L ..... 8
CHEATHAM, KEVIN ..... 1
COBBELDICK, SARA M ..... 1
HILL, BRIAN ..... 1
HUTCHINS, JENNIFER ..... 1
KHOURI, THERESA ..... 1
MARINO, BRIAN ..... 1
PETRUSKA, MARCUS ..... 1
RAYMOND, BUD F ..... 1
SMILEY, HILARY ..... 1
VAUGHAN, TIMOTHY P ..... 1
WDOWIN, TASHA ..... 1

**480 STATE OF NEW MEXICO**
ACTON, DOUGLAS N ..... 1
GALLEGOS, PEPPER JANES ..... 1
GARCIA, J FRANK ..... 1
HENDRY, JON ..... 1
HURFF, RICHARD N ..... 1
KING, CHARLES L ..... 1
MARTINEZ, ALEEN L ..... 1
PECOS, ELIZABETH ..... 1
RAY, BILLY W ..... 1
TWOCROW, JIM ..... 1
WILLIAMS, DANIEL W ..... 1

**481 NEW ENGLAND AREA**
DEVEREAUX-MURRAY, RICHELLE ..... 2
GATES, JOHN C ..... 3
MACDONALD, JAMES A ..... 1
O'DONNELL, CHRIS ..... 3
REYNOLDS, MICHAEL E ..... 1

**482 CHAMPAIGN-URBANA-DECATUR-DANVILLE-RANTOUL-CHARLESTON, IL**
HALL, ANDREW ..... 1

**484 STATES OF TEXAS AND OKLAHOMA**
BEASLEY, STEPHEN F ..... 3
BELSKY, STEPHEN ..... 3
CAMPBELL, MURRAY K ..... 2

**487 MID-ATLANTIC AREA**
APPLEFELD, LEONARD ..... 1
CACCIOTTI, JOE ..... 1
CAHILL, JOHN W ..... 1
HOHMAN, EDWARD ..... 1
O'FERRALL, DAVID ..... 1
PETERSON, TREY ..... 1
POPIEL, ELLEN S ..... 1
TYREE, WADE ..... 2

**488 PACIFIC NORTHWEST**
BLOOM-HEDINE, LINDA ..... 1
COTTRILL, C DAVID ..... 1
MCMICKLE, GREGORY S ..... 1
RIGGS, ROBERT M ..... 1
STEELE, CHRISTOPHER E ..... 1

**489 GREATER PITTSBURGH, PA AREA**
ROSS ECCLES, CASSANDRA ..... 4

**491 STATES OF NORTH/SOUTH CAROLINA-SAVANNAH, GA**
ADAMS, BEN R ..... 1
ANDERSON JR., EARL P ..... 1
BETTINGER, SARA E ..... 1
BOUDREAUX, KELLY ..... 1
DINKEL-SMITH, ERIKA ..... 1
GLICK, LINDSAY ..... 1
HERBERT, GEOFFREY S ..... 1
HOFFMAN, JESSICA ..... 1
PALMER, HARRISON M ..... 1
ROSIN, JASON M ..... 1
WILLIAMSON, BRUCE ..... 1

**492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI**
HARBINSON, SCOTT D ..... 1
WILSON, DARRYL ..... 2

**493 ST. LOUIS, MO**
GOAD, GREGORY G ..... 1
KUBE, DAVID ..... 1

**500 SOUTH FLORIDA**
BURGER, MATT ..... 1
HARRIS, BRIAN ..... 1
HOBBS, CRAIG ALAN ..... 1
MCKENZIE, TERRENCE M ..... 2

**504 ORANGE COUNTY-PARTS OF CORONA, CA**
BLANCHARD, LESLIE A ..... 1
BOWERS, SAM L ..... 1
CHARBONNEAU, LAWRENCE T ..... 1
MILLER, RICHARD ..... 1
ROSAS, ROXANNE ..... 1
ROTSTEIN, MEIRAV ..... 1

**514 PROVINCE OF QUEBEC, CANADA**
BERGERON, CHRISTIAN ..... 10

COURTEAU, JEAN ..... 1
HURDON, KRISTA LEE ..... 3

**523 QUEBEC, QC, CANADA**
MASSON, ROBERT ..... 1
MONTAMBAULT, RAYNALD ..... 1

**524 GLENS FALLS-SARATOGA, NY**
DEMELL, BRIAN P ..... 1
SMITH, EDWARD W ..... 1

**536 RED BANK-FREEHOLD, NJ**
COX II, CHARLES ..... 1
WALDRON, ROBERT V ..... 1

**574 GREENSBORO-BURLINGTON-HIGH POINT, NC**
DAVES JR., BILL ..... 1
OAKLEY, HAROLD B ..... 1

**578 NORTH CENTRAL WEST VIRGINIA**
MCCUMBER, PETER E ..... 1

**580 WINDSOR-CHATHAM, ON, CANADA**
GREASON, SCOTT ..... 1

**589 JACKSON-VICKSBURG-NATCHEZ, MS**
CARROLL, JR., CYRUS B ..... 1

**592 SARATOGA SPRINGS, NY**
DAUS, RICHARD ..... 1

**600 UNITED STATES**
AVILA, EDWARD A ..... 3
BOLLINGER, HENRI ..... 2
BRADDOCK, JENNIFER D ..... 3
BROWN, ROBERT N ..... 3
BRYAN, CLYDE E ..... 2
CRENSHAW, MICHELLE J ..... 2
FLINN III, JOHN C ..... 3
FREDIANI, MICHAEL J ..... 2
GEORGEVICH, DEJAN ..... 3
GLOVER, KRISTIN R ..... 3
GOI, MICHAEL K ..... 3
GORDON, MELINDA S ..... 3
GUERRIERO, LISA A ..... 3
HART, DOUGLAS C ..... 3
JONES, QUENELL ..... 3
KANTOR, CHAIM I ..... 3
KNEECE, DAN ..... 2
KOVER, GABOR ..... 2
KUTTNER, PETER ..... 2
LINDLEY, JOHN W ..... 3
LIPMAN, DEBORAH ..... 3
MORTENSEN, ERIK GUNNAR ..... 2
ORLOFF, KATHERINE ..... 2
POSTER, STEVEN B ..... 3
RHINE, REBECCA ..... 3
SATIN, DAVID J ..... 3
ST.HILAIRE, MICHAEL A ..... 2
STEPTOE, BAIRD B ..... 3
WEINGARTNER, MARK H ..... 2

**614 SAN BERNARDINO-RIVERSIDE-POMONA-REDLANDS-ONTARIO-BARSTOW-BISHOP, CA**
HUBER, SR., JOHN ..... 1
SZOKE, ROBERT J ..... 1

**618 BLOOMINGTON-BEDFORD-COLUMBUS-FRENCH LICK, IN**
MANN, RODNEY ..... 1
SARRIS, MARK ..... 1

**631 ORLANDO-CAPE CANAVERAL-COCOA-MELBOURNE-LAKE BUENA VISTA, FL**
BARNES, WILLIAM H ..... 1
HAIGLER, CHARLES E ..... 2
HOLDRIDGE, KIMBERLY A ..... 2
JOHNSON, WILLIAM A ..... 2
VANCIEL, STEPHEN ..... 2
WALLS, MARLENE M ..... 2

**632 NORTHEAST NEW JERSEY**
BOGINA, KATHY ..... 1
DAVIS, ELIZABETH ..... 1
O'BRIEN, KEVIN M ..... 1

**634 SUDBURY AND NORTH BAY, ON, CANADA**
SEAWRIGHT, BARRY ..... 1

**635 WINSTON-SALEM-LEXINGTON-THOMASVILLE, NC**
PICKELSIMER, DAVID A ..... 2
VALORIS, PAUL ..... 1

**636 LEWISTOWN-STATE COLLEGE-HUNTINGTON-ALTOONA-WILLIAMSPORT-JOHNSTOWN-INDIANA, PA**
SEPRISH, MATT ..... 2

**640 NASSAU/SUFFOLK COUNTIES, NY**
GOTTSCHALK JR., ROBERT B ..... 1

**647 NAPLES-FORT MYERS-MARCO ISLAND, FL**
POTTER, MARK A ..... 1
POTTER, MARY ANN ..... 1

**665 STATE OF HAWAII**
BARBER, IRISH H ..... 1
CRUM, RICHARD M ..... 1
DES JARLAIS, DEAN C ..... 1
KAEO, CHARLES W ..... 1
OMO, ALLAN F ..... 1
SCANLAN, TUIA'ANA ..... 1

**667 EASTERN CANADA**
COPELIN, CIARAN ..... 1
LEMAY, CHRISTIAN ..... 1
MAGDER, ARI ..... 1
MCGUIRE, SEAN ..... 1
POTTS, GRAEME ..... 1
RUMLEY, DAVID ..... 5
RUTLEDGE, DANA ..... 1

**668 MONROE, LA**
KIRACOFE, MARK P ..... 1

**669 WESTERN CANADA**
KASPERCZYK, CHRISTINA ..... 8

**675 EUGENE-CORVALLIS-BEND, OR**
COX, NATHAN T ..... 1

**680 HALIFAX-DARTMOUTH, NOVA SCOTIA/ SAINT JOHN-MONCTON-FREDRICTON, NB, CANADA**
BOULET, MARCEL R J ..... 1
RICHARDSON, DEBORAH ..... 1

**690 IOWA CITY, IA**
ANTOLIC, ROMAN ..... 1

**695 HOLLYWOOD, CA**
ABRAMS, LAURENCE B ..... 3
BAKER III, BRYDON B ..... 3
BERNARD, AARON S ..... 4
MOSKOWITZ, EDWARD L ..... 3
PATTERSON, JAY ..... 3
ROVINS, ANDY ..... 3

**700 UNITED STATES**
ADLER, DIANE ..... 6
BERTINI, LOUIS J ..... 6
BURMAN, JEFFREY S ..... 6
CATOLINE, ANTHONY J ..... 5
DELGADO, JR., FRANK ..... 5
ELIAS, WILLIAM ..... 6
GEORGE, SCOTT M ..... 5
HEIM, ALAN ..... 5
HOLLEY, SHARON ..... 6
HOY, MAYSIE ..... 6
KUTAK, RON ..... 6
MOORE, PAUL G ..... 5
REPOLA, CATHERINE ..... 6

**705 HOLLYWOOD, CA**
ARNOLD, LYNDA L ..... 1
BOHATILA, ELIZABETH ..... 4
DE LUCCA, PAUL ..... 1
IANNACCONE, ROBERT ..... 4
LEAVEY, WANDA ..... 1
LEONARD, NOEL ..... 1
MONDERINE CARNEIRO, KATHY ..... 1
NAULT, RENEE ..... 1
SCHOELZEL, STEPHANIE ..... 1
WEST, ADAM M ..... 1
WEST, KRISTINA L ..... 1

**706 HOLLYWOOD, CA**
ABBOTT, DAVID W ..... 3
CABRAL-EBERT, SUSAN ..... 3
COLE, TOMMY ..... 5
GOODWIN, JOHN ..... 3
GUERRERO, MARY ..... 3
SAYER, RANDY ..... 3

**720 LAS VEGAS, NV**
BAILEY, SHELDON L ..... 1
GOREY, JOHN T ..... 1
GRIPPO, ENRICO ..... 1
HANSELL, PAUL ..... 1
HELMUTH, GERALD L ..... 4
MASSIMO, MICHAEL ..... 1
POVEROMO, RONALD ..... 1
POWELL, THEODORE S ..... 1
RICHARDS, MEAGAN ..... 1
SACCO, JR., JOSEPH A ..... 1
THORNE, MARIELLE "APPLE" ..... 1
TRIHUB, BEN ..... 1

**728 HOLLYWOOD, CA**
ABARAVICH, PATRIC J ..... 5
FREEMAN, LARRY K ..... 1
GROW, DENNIS K ..... 1
GUILLEMARD, PASCAL M ..... 5
HERZON, DARRYL M ..... 1
HUGHES, HERBERT R ..... 1
KRUEGER, JANE SUSAN ..... 1
LANG, NORMAN G ..... 1
LATTIN, ROGER L ..... 1
O'HIGGINS, IAIN ..... 1
OREFICE, MICHAEL P ..... 1
ROWE, ALAN M ..... 5
SCHONWALD, JEREMY ..... 1
YOUNG, JASON R ..... 1

**729 HOLLYWOOD, CA**
DEAN, LUKE ..... 1
DENNE, ROBERT D ..... 1
MEDRANO, LOUIS ..... 1
PASSANANTE, JOHN H ..... 1
ROMINE, SALLY A ..... 1
SHORDON, SCOTT P ..... 1
TORELL FALKNER, KAREN ..... 1
WARNER, ROBERT E ..... 1
WOODWORTH, II, MARK S ..... 1

**731 RAPID CITY-BLACK HILLS AREA, SD**
ANDERSON, LISA ..... 1

**745 MINNEAPOLIS, MN**
FISHER, JO ANN ..... 2

**747 COLUMBUS, OH**
CHEESEBREW, REBECCA ..... 1

**748 STATE OF ARIZONA**
CULLEENY, SR., JOHN ..... 1
JAMES, JOHN S ..... 1

**750 CHICAGO, IL**
GARNETT, DANIEL P ..... 2

**751 NEW YORK, NY**
ATTANASIO JR., PETER ..... 3
PAONE, LAWRENCE ..... 3

**753 BOSTON, MA**
STERN, CHARLES ..... 1

**762 CHICAGO, IL**
GATES, DENNIS M ..... 1
O'HERN, FRANCIS A ..... 1

**764 NEW YORK, NY AND VICINITY**
BAIRD, KIMBERLY ..... 1
BIRCHALL, DENNIS ..... 1
BUTLER-GILKESON, KIMBERLY O ..... 1
FRIEDMAN, ROCHELLE ..... 1
GALLAGHER, FRANCIS D ..... 1
HARRINGTON, SCOTT ..... 1
HOVEN, BRYANT ..... 1
HUBNER, WILLIAM E ..... 1
KABEL, JAMES M ..... 1
KASELURIS, VANGELI ..... 1
KOGER, SHANNON ..... 1
LAVADA, TERRY LEE ..... 1
LYNCH, RYANN ..... 1
OKIN, LEAH ..... 1
SMITH, MARTHA L ..... 1

**768 LOS ANGELES-LONG BEACH-PASADENA-SANTA MONICA-CERRITOS, CA**
KELLEHER, ANN G ..... 2
PRUNEDA, JACQUELINE ..... 1

**769 CHICAGO, IL**
BERLING, SHIRLEY ..... 1
SALYERS, JOHN W ..... 1

**772 WASHINGTON, DC**
JACKSON, LYNN S ..... 1

**775 BOSTON-PLYMOUTH-CAPE COD, MA**
HOLBROOK, DEBBIE ..... 1

**777 MILWAUKEE, WI**
JAEGAR, BEVERLY ..... 1

**780 CHICAGO, IL**
FIORENTINO, JOSEPH G ..... 2
LIPSKI, JAROSLAW ..... 1

**783 BUFFALO, NY**
WITHERELL, MARY JO ..... 1

**784 SAN FRANCISCO-OAKLAND-BERKELEY-SAN MATEO-CUPERTINO-SAN JOSE-CONCORD, CA**
BOE, BOBBI ..... 1
PATRICK, NAOMI ..... 1

**787 PITTSBURGH, PA**
MITCHELL, KATHERINE M ..... 1

**793 PACIFIC NORTHWEST**
BERHOW, JOEL ..... 2
ENGLAND, SANDRA J ..... 1

**794 NEW YORK, NY**
BEATTIE, DENNIS ..... 1
KROUDIS, NICK ..... 1

**795 SAN DIEGO, CA**
DUTCHER, JASON ..... 1
HAGGARD, DARIN ..... 1

**798 STATES OF ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, AND THE CITIES OF MINNEAPOLIS AND LOUISVILLE**
CURTIN, JOHN ..... 2
DASHMAN, DANIEL D ..... 2
GLADSTONE, VALERIE A ..... 2
GRIMES, LINDA ..... 2
JOHNSON, ANGELA ..... 2

LEVY, ROSEMARIE M ..... 2
O'ROURKE, CYNTHIA B ..... 2

**799 PHILADELPHIA, PA/CAMDEN, NJ**
MURPHY, ELISA M ..... 1

**800 LOS ANGELES, CA**
DOONER ..... 2
ALBAREZ, WILLIAM J ..... 1
BLANCHARD, DENNIS A ..... 1
COATES, NELSON ..... 2
CUNNINGHAM, MATTHEW ..... 1
DAWKINS, KEDRA S ..... 1
GLOVER, MICHAEL ALLEN ..... 1
GRAMATKY, MIMI ..... 1
HINDS, MARCIA A ..... 1
KING, ELLEN ..... 1
KOBAYASHI, ALAN K ..... 1
KONDRATH, RACHAEL R ..... 1
MUSSO, JOSEPH ..... 1
NICHOL, W RICK ..... 1
PARKER, III, CHARLES L ..... 2
PRESCOTT, LYDIA ..... 1
SNYDER, DAWN A ..... 1
STONE, MICHAEL C ..... 1
TAFOYA, DIONISIO A ..... 1
WILCOX, TIMOTHY G ..... 1

**803 DALLAS-FORT WORTH, TX**
ALLEN, MARY E ..... 1

**804 PHILADELPHIA, PA**
SPERING, JAMES K ..... 2

**805 ST. LOUIS, MO**
DELUCA, GIGI ..... 1

**810 KANSAS CITY, MO**
BAIRD STORY, DESIREE ..... 1

**820 PITTSBURGH, PA**
WILLING, STEPHEN W ..... 1

**822 TORONTO, ON, CANADA**
DICESARE, MICHELLE ..... 1
LUCKETT-REILLY, L DIANE ..... 1

**824 ATHENS, GA**
JACKSON, WILLIAM C ..... 1

**825 MEMPHIS, TN**
CLARK, DOROTHY L ..... 1

**828 PROVINCE OF ONTARIO, CANADA**
HORRILL, KATIE ..... 1
MILIC, STEPHANIE ..... 1

**829 NEW YORK, NY**
DECAROLIS, GREGG P ..... 1
KERRIGAN, KENNETH J ..... 1
RUSSO, ANTHONY J ..... 1

**830 STATE OF RHODE ISLAND**
VOCCIO, DEBORAH ..... 1

**833 BALTIMORE, MD**
COXSON, JAMES A ..... 1
POPLOVSKI, III, WILLIAM P ..... 1

**834 ATLANTA, GA**
BARROW, DANNY L ..... 1
PAVEGLIO, MICHAEL F ..... 1

**835 ORLANDO, FL**
BRUNO, CHARLES S ..... 1
DAGNER, HERMAN J ..... 1
HARDTER, MARK R ..... 1
O'DOWD, JOHN ..... 1

**839 HOLLYWOOD, CA**
HOHMAN, LAURA ..... 4
HULETT, JANETTE ..... 3
HULETT, STEVEN ..... 3
KAPLAN, STEVEN ..... 3
KING, JEANETTE ..... 3
MACLEOD, JASON ..... 3
SMITH, LARRY G ..... 3
SMITH, MYOUNG SUK ..... 3
ST. PIERRE, ROBERT J ..... 3
WILLIS, CAITLIN ..... 3

**840 NEW ORLEANS, LA**
HAASE, BONNIE M ..... 1

**848 SYDNEY-GLACE BAY, NS, CANADA**
BAILEY, SHANE M ..... 1

**849 MARITIME PROVINCES, CANADA**
BIBBY, SHELLEY ..... 2
REEVES, JENNY MARIE ..... 2

**856 PROVINCE OF MANITOBA, CANADA**
ROWAN, ROBERT A ..... 4

**857 LOS ANGELES-ORANGE COUNTIES, CA**
MEDINA, SERGIO A ..... 2
OCHOA, ROSA ..... 1

**859 ATLANTA, GA**
ROBERTS, CYNTHIA ..... 1

**862 PITTSBURGH, PA**
HARTNETT, JR., DAVID J ..... 1

**863 MONTREAL, QC, CANADA**
FERNANDEZ, SILVANA ..... 1

**864 CINCINNATI, OH**
KELLY, TIMOTHY J ..... 1

**865 ODESSA-MIDLAND-LUBBOCK, TX**
ANDERSON, JAY W ..... 1

**868 WASHINGTON, DC**
CHURCHILL, BARBARA H ..... 1
WILKINSON, ANITA ..... 1

**871 HOLLYWOOD, CA**
BONEY, LARRY D ..... 1
FLECK, SANDRA ..... 1
FRIEDLAND, ANDREA A ..... 1
HUME, ROBERT ..... 1
LYTLE, LESLI M ..... 1
MCNEIL, LISA M ..... 1
NAKAMURA, HEIDI J ..... 1
SIMON, LESLIE ..... 12
TEDLIS SORBO, MICHELE ..... 1
WILLIAMS, MICHAEL A ..... 1

**873 TORONTO, ON, CANADA**
DAPRATO, ERIN ..... 1
DAPRATO, ROBERT ..... 1
FORDE, BRYAN ..... 3
FOULDS, IAN ..... 1
FRASER, JOE H ..... 3
GOODCHILD, GLEN ..... 1
GOODCHILD, WAYNE ..... 4
HOOPER, ALEXANDRA ..... 1
KOHNE, MICHAEL D ..... 1
MANCHESTER, MARK ..... 1
MCLAREN, CLAYTON ..... 1
MONTGOMERIE, MONTY ..... 3
PRUDEN, SHEILA E ..... 1
ROSE, JOHN ..... 1
TELLEZ, DAVID ..... 1
TERRY, MARILYN ..... 1

**883 CLEVELAND, OH**
BURKE, DIANE ..... 1

**884 HOLLYWOOD, CA**
WICKLUND, DICK ..... 2

**886 DAYTON, OH**
THOMAS, ROBYN ..... 1

**887 SEATTLE, WA**
BARKER, DEBORAH J ..... 1
MULHOLLAND, DELIA ..... 1

**891 BRITISH COLUMBIA/YUKON TERRITORY, CANADA**
BEAUDOIN, BRIGITTE ..... 1
BOON, THOMAS ..... 1
BRONSWYK, AMANDA L ..... 8
CRAIG, GAVIN B ..... 1
DELAHANTY, GRACE ..... 1
FANTIN, JAMES ..... 9
GAUDET, DANA ..... 8
HADDAD, FRANK ..... 1
HUM-BALBOSA, NANCY ..... 1
KELLY, TERESA ..... 1
KEYS, JOHN B ..... 1
KLAPWYK, PHIL ..... 8
LOO, MILTON ..... 1
MENDOZA, JOSE CARRILLO ..... 1
MOON, KELLY ..... 8
NEVILLE, JULIA ..... 1
NEWSON, CHARLES A ..... 1
PETERS, JAIME ..... 1
RILEY, JO ANN LOUISE ..... 1
ROBINSON, TANYSHA ..... 1
SOMMERFELD, WALLY E ..... 1

**892 HOLLYWOOD, CA**
AMOS, DOROTHY L ..... 1
MADDEN, BETTY PECHA ..... 1
NIPAR, BONNIE ..... 1
ROMANOV, BRIGITTA ..... 6
SAINT ANNE, JACQUELINE ..... 1

**893 INDIANAPOLIS-BLOOMINGTON, IN**
SANDERS, JOANNE M ..... 1

**894 KNOXVILLE, TN**
HARKNESS, PHILLIP R ..... 1

**896 HOUSTON, TX**
DOLNEY, BARBARA G ..... 1

**897 LOUISVILLE, KY**
MATTEI, PAMELA ..... 1

**900 HUNTSVILLE, AL**
MCMANUS, KELLY ..... 1
MCMANUS, ROBERT A ..... 1

**904 TULSA, OK**
HOLLAND, MARCIA ..... 1

**905 SAN DIEGO, CA**
REGNA, MICHAEL ..... 1

**913 BALTIMORE, MD**
CHASE, MARY ..... 1

**915 NASHVILLE, TN**
BERNHARDT, RHONDA K....1

**917 ATLANTIC CITY, NJ**
FLEMMING, BARRY B....1
STARK, DARRELL C....1

**918 ANCHORAGE, AK**
EVANS, DANIELLE M....1
LIZER, ERIC D....1

**924 STRATFORD, ON, CANADA**
BRUER, MARGIE....1

**927 ATLANTA, GA**
COCCHIERE, PETER J....1
GLUCKMAN, NEIL....1

**18032 NEW YORK, NY**
CALHOUN, DAVID....1
CARROLL, BARBARA A....1
DAULTON, PENELOPE....1
ELROD, SUSAN....1
KALEDIN, NICK....1
MC ANARNEY, KEVIN P....1
SOMMA, MARIA A....1

**ACT NEW YORK, NY**
AREDAS, STEVE....1
BAILEY, DAVID A....2
BEAULIEU, JARED....1
FRY, JAMIE....1
HOLTGREWE, VANESSA....1
TAO, EMILY....1

**AE938 JACKSONVILLE, FL**
BROWN, MAC HOWARD....1

**B148 AKRON, OH**
BANKS, OMAR S....1

**B173 TORONTO-HAMILTON, ON**
BROOKER, CHASTITY....1
MCMAHAN, JEFF....1

**B18 SAN FRANCISCO, CA**
MORENO, JOHNNY....5

**B192 HOLLYWOOD, CA**
AKINS, DAVID....4
CUEVAS, MANUEL....1
KING, KEVIN....4
MILLER, NICOLE A....4
PARKER, KAY....1

**B2 ST. LOUIS, MO**
BOYER, MICHAEL....3
HARTIGAN, MARK....4

**B20 PORTLAND, OR**
OOLEY, BAMBI LYNN....2

**B27 CLEVELAND, OH**
BURNS, TONI....1
DUFFY, PATRICK....1
DUFFY, PAUL S....1
GLADDEN, DARRELL L....1
HOLDEN, JAMES J....1
KIOUSIS, III, THOMAS J....1

**B29 PHILADELPHIA, PA**
MONTGOMERY, RICHARD....1

**B46 CHICAGO, IL/MILWAUKEE, WI**
SPANO, ANTHONY....1

**B754 CINCINNATI, OH**
COOK, DAN'L....2

**B848 GLACE BAY, NS, CANADA**
BAILEY, DAVID J....1

**B868 WASHINGTON, DC**
COCOME, RONALD....1

**B935 WORCESTER, MA**
TOPOR, KEITH....1

**SDCBR LOS ANGELES, CA**
GARCIA, RONALD....1

**USA829 UNITED STATES OF AMERICA**
ALFANO, WAYNE....2
BARNETT, BRIAN W....2
DANA, F MITCHELL....2
DAVIS, JEFF....2
FRIEDERICHS, CECILIA....2
GAMMIE, SUSAN....2
GAUNT, EMILY....2
GRAEBNER, DIANNE....2
L'HEUREUX, MONIQUE....2
LANDERS, PATRICK S....2
MILLER, BEVERLY....8
MULERT, CARL....2
PAULSEN, RICK....2
SANTUCCI-KEATOR, CATHY....2
SCIOTTO, KEVIN S....2
SMITH, MICHAEL C....2
WALTERS, MATT....2

# Proceedings of the Sixty-Eighth Quadrennial Convention

**International Alliance of Theatrical Stage Employees Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada**

**Diplomat Resort & Spa Convention Center Hollywood, Florida**

## SECOND DAY - TUESDAY, JULY 18, 2017

The Convention was called to order at 10:00 a.m., President Loeb presiding.

PRESIDENT LOEB: Good morning, Brothers and Sisters. The convention will please come to order.

Will the delegates please rise for the invocation by Brother Stephen Vanciel, Local 631.

### INVOCATION
### STEPHEN VANCIEL
### Local 631

International President Loeb, Secretary-Treasurer Wood, General Executive Board members, IA Representatives, Counsel, staff, fellow delegates and guests, good morning.

As we gather here today to carry out the responsibilities entrusted to us, let us pause for a moment to reflect on the great heritage that has been passed down to us from generations past. Artistic crafts are as old as humanity itself. An ancient book opens with the words "In the beginning God created the heavens and the earth." Then he created a man and a woman in his own image. Their children have been creating ever since that day.

We can see this creativity preserved in images on the walls of prehistoric caves. We can marvel at the exquisite craftsmanship and beauty of artifacts on display in museums. We can recognize it in play scripts that have handed down by ancient Greece or Elizabethan England that still speak to us today.

We also remember the heritage handed down to us by men and women dedicated themselves to winning the rights we enjoy, the rights to have a voice in determining our future, both as a nation and as a labor union where united we stand. Today we are here to represent our many highly skilled and creative sisters and brothers. We owe it to them to do our work well.

And so, Heavenly Father, let us not grow weary in doing good. Let us not only seek knowledge, but let us also seek Your wisdom. Let us not only seek justice, but let us also radiate Your compassion and mercy. In this world where we create illusions, let us seek and defend Your truth, for it is the truth that will set us free. Amen.

*(Applause)*

PRESIDENT LOEB: Thank you. And thank you to everyone who signed up for the invocations. We have filled all the spots for the week and preference was given to first-time delegates.

I understand that a delegate of this convention was denied service at Tony's Pizza located on South Ocean Drive this weekend, apparently for discriminatory reasons, and that being the color of her skin. Any type of discrimination is despicable behavior that has no place in society and will not be tolerated by the IATSE and is, in fact, condemned by us.

*(Standing ovation)*

I applaud the efforts of the delegates that took steps to communicate their condemnation yesterday. I encourage all delegates and their respective family members attending this convention to take this into consideration when making decisions on where to eat during the convention week. This is obviously totally unacceptable. Thank you for standing behind the sister. Thank you.

*(Applause)*

We will now hear another interim report of the Credentials Committee to be given by Co-Judges Lehane and Fortune.

## INTERIM REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-JUDGE LEHANE: President Loeb, General Secretary-Treasurer Wood, elected officers and fellow delegates, since our last report the Elections Subcommittee for the IATSE's 68th Quadrennial Convention has continued to register delegates.

As of 9:30 a.m. this morning, this interim report details 867 registered delegates representing 1,402 votes.

At the present time there are 19 unregistered delegates representing 24 votes.

At this time no protests have been lodged.

Further delegate registration will continue through 6:00 p.m. Wednesday, July 19th.

Respectfully submitted, Michael Lehane and Ray Fortune.

PRESIDENT LOEB: Thank you. Is there any objection to adopting the interim report as submitted?

There being none, it is adopted.

## INTRODUCTION OF PARLIAMENTARIAN

PRESIDENT LOEB: I'd like to introduce our Parliamentarian, Jim Slaughter, who assisted us in the convention rules. He's an attorney, a certified Professional Parliamentarian and has written several books on parliamentary procedure. Jim has served as the IATSE Parliamentarian since 2001. Please welcome Jim Slaughter.

*(Applause)*

Thank you.

The next business this morning is the report of the Rules Committee. Vice Presidents Thom Davis and Colleen Glynn will give the report.

## REPORT OF THE RULES COMMITTEE

COMMITTEE CO-CHAIRPERSON GLYNN: Good morning. Report of the Rules Committee. The committee convened on July 17th, 2017, in the Diplomat Ballroom 1 of the Diplomat Resort Hotel, Hollywood, Florida, at 7:00 p.m., for the purpose of recommending the rules of the convention to the delegates.

The Chairpersons of the committee were International Vice Presidents Thom Davis and Colleen Glynn. The committee consisted of 62 delegates with 60 delegates in attendance.

Sister Nancy Fletcher of Local 477 will give the report.

COMMITTEE MEMBER FLETCHER: First order of business. A motion was made to set the hours of the convention at 10:00 a.m. to 12:30 p.m. and 2:00 p.m. to 5:00 p.m. with the Chairman of the convention having the discretion to modify these hours. The motion carried unanimously.

Upon a motion duly made, seconded, and carried, the following 13 rules of the IATSE 68th Quadrennial Convention were adopted:

Rule 1. The International Convention Program shall be the order of business for its meetings; however, to expedite discussion proceedings or to accommodate guest speakers, the President may make changes for that session.

Rule 2. For admission to the convention hall, to facilitate identification and seating, members, alternates, and others shall be required to wear the badge issued by the Credentials Committee upon registration.

Rule 3. The Judge or Co-Judges of the Election Board shall be requested by the Credentials Committee to make a supplementary report after the opening exercises and as requested by the Chair of the convention.

Rule 4. Notices for announcement to the convention shall be in writing, signed by the person or proper representative under whose authority the announcement is issued, and shall be submitted to the General Secretary-Treasurer.

Rule 5. The convention shall adjourn no later than 5:00 p.m. on Friday, July the 21st.

Rule 6. The rules contained in the current edition of "Robert's Rules of Order Newly Revised (11th Edition)" shall govern the convention in all cases to which they are applicable and in which they are not inconsistent with the Constitution and these standing rules.

Rule 7. Unauthorized video and/or sound recording or transmission of the convention proceedings is prohibited.

## DEBATE

Rule 8. Before a delegate can make a motion or address the convention, e.g. including committees' review of minutes, the delegate must rise at a microphone and address the presiding officer by the title Mr. President, Mr. Chair or Madam President, Madam Chair, stating that "I am" and the name, "delegate from," and provide the number of the local union that the delegate represents.

Rule 9. A delegate shall not be permitted to speak in debate more than twice on the same question on the same day and shall not be permitted to speak for longer than three minutes each time, unless and until permission is granted to do so by a two-thirds vote.

Rule 10. Total debate on any main motion and pending secondary motion, including amendments, shall not exceed a total of 30 minutes.

## NOMINATION OF CANDIDATES

Rule 11. The provisions of Article V, Section 5, of the International Constitution and Bylaws are amended to provide the nomination of officers shall begin no later than 12:00 p.m. on Thursday following the opening of the convention. In addition, nominations shall be limited to one nominator and one seconder.

The committee recommends this change to Article Five, Section 5, of the International Constitution noting that the schedule on Thursday morning following the opening of the convention is full. Over the past three conventions, business had to be suspended temporarily to begin the nominations before 11:00 a.m. Pushing back one hour the time for nominations to start will allow more time for other convention business, including invocation, announcements, speakers, and so forth, to conclude without having to run up against the time which the nominations must begin.

Regarding the second sentence, an additional seconder is redundant. The committee noted that one nominator and one seconder will accomplish the same as two seconders and more efficiently.

## RESOLUTIONS

Rule 12. The sponsor of a resolution shall be given an opportunity to explain it to the committee to which it is referred.

Rule 13. The committee to which a resolution has been referred shall give its recommendations as to appropriate action to the convention.

This concludes the report of the Rules Committee, and it is recommended to the delegates that the report be approved in its entirety. And I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Is there a second?

Microphone No. 6.

DELEGATE ADAM WEST, Local 705: Mr. President, Adam West, Local 705. Mr. President, I second the motion.

INTERNATIONAL PRESIDENT LOEB: Thank you. It's moved and seconded to adopt the convention standing rules. Is there any discussion?

Questions on the adoption of the convention standing rules.

Those in favor, say aye.

Those opposed, say no.

Convention standing rules are adopted.

In addition to the standing rules, I would appreciate it if people would either turn off their phones or put them on silent mode for the convention proceedings. Thank you.

We are very lucky to have with us today a very special guest to address this convention. Rich Trumka is President of the 12.5-million-member American Federation of Labor and Congress of Industrial Organizations, the AFL-CIO, the largest organization of labor unions in the United States.

He is an outspoken advocate for social and economic justice. He heads the labor movement's efforts to create an economy based on broadly shared prosperity and to hold government and employers accountable to working families.

Elected President of the Federation in 2009, Trumka shapes the economy in two primary ways: By leading the mobilization of masses of working people through a nationwide network of state and local labor federations, and by working one on one with government executives, legislators, and business leaders. The goal is adopting progressive pro-worker laws and policies at every level to improve life for working families.

He's devoted his career to improving workers' lives through a strong collective voice on the job. His leadership is focused on union organizing and collective bargaining, as well as the Federation's advocacy for

labor law reform in Congress. Trumka has engaged in extensive corporate accountability work, including his determination to see Wall Street reformed. Under Trumka's leadership, the AFL-CIO also has revamped its political program.

Trumka's commitment to improving life for working people began early. He grew up in Pennsylvania coal country. Nearly all the men in his family, including his father and grandfather, were coal miners. Trumka followed them into the mines, working there as he attended Penn State and then Villanova University School of Law.

As Trumka looks forward, he envisions an economy of shared prosperity that works for all working families, an economy of rising wages, equal pay, respect at work, safe jobs, secure retirement, and the freedom to form or join unions and bargain collectively. He knows what it will take to get there: solidarity and commitment.

I have watched Rich work with great interest, support, and admiration. Considering the challenges facing labor, I can honestly say that I believe he is the right person for the job at the right time, and it is my honor and pleasure to introduce the leader of the American labor movement, President of the AFL-CIO, Rich Trumka.

*(Standing ovation)*

## RICHARD TRUMKA
## President, AFL-CIO

Thank you. Thank you.

Matt, I want to thank you very much for those kind words of introduction and for inviting me to be at this important and timely gathering.

If you would indulge me for just a second, you know, I have tremendous respect for your President, not just because he's been a great friend to me over the years – and he has been that – but because I've watched him in every instance where people had a chance to stand up and show real solidarity, where they could either talk about solidarity when it was easy and walk away when it was tough, or they can stand and they can help their brothers and sisters whenever they really needed help. And your President has stood and helped his brothers and sisters any time and every time they've needed help, and he's earned the respect of the entire labor movement for that.

Matt, thank you, Brother.

*(Applause)*

And I want to tell you how much I appreciate the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts. Now, I mention your full name because you're all of those things, including practitioners of allied crafts.

For nearly 125 years, your union members have fought for and won: Quality, families supporting jobs, from the theaters to vaudeville, to movie and TV sets, to stadium events. You've kept your focus on fair wages and good working conditions. You've expanded, you've evolved with the changing world of environment and entertainment. You're strong from coast to coast, in literally scores of elites, cities and towns in between, from the Hudson Bay in Canada to the Gulf of Mexico and beyond. You see, you truly are an international union. And during a period when private-sector union membership has remained flat, you've continued to grow.

*(Applause)*

And I've got to tell you, that's a testament to your creative organizing, to your political involvement, to your member empowerment, and to quality leadership. We take our hats off to you. Thank you for being all of those.

*(Applause)*

You see, Brothers and Sisters, we're the beating heart of the American labor movement. But our movement, quite frankly, is much bigger than the individuals in this room or all of the unions in America today. You see, everyone who works for a living, everyone, shares our basic economic interests.

Right now our unions are rising in popularity because we're showing working people the power of solidarity. But I've got to tell you, it's not enough for us to just say it. Working people need to experience it. We need to show it and show it again and again and again and again. And quite frankly, that's what we've been doing. Just look at how voters have been raising wages from the bluest to the reddest of red states. Through ballot measures, legislation, and union organizing victories, real people have been getting better pay. Now, that's progress. But it's only a start.

You see, we want more. We want shared prosperity. We want it so the people at the bottom and in the middle and all the way up and down the ladder – and not just those at the top – get a fair share of the wealth that we produce.

*(Applause)*

See, the right-wing corporate CEOs of the wealthiest one percent, the vast networks who have made their mission to destroy us, well, they're bold. These are folks that never had to work a day in their lives. Their money works for them. They push policies with one goal, and that's to make them richer and us poorer; to make them stronger and us weaker. And that's what we're up against.

But let me be clear. I'll take our solidarity any day against their money. We'll face them and we'll beat them any day with our solidarity.

*(Standing ovation)*

And all you have to do is take a look at the current fight on health care. You see, the Republicans' repeal bill is one of the worst pieces of legislation that I've ever seen. It would take away health care from 22 million people, kill almost a million-and-a-half jobs, and destroy Medicaid, leaving seniors and children and the working poor and those suffering from addiction without a safety net, all to give another tax cut to the corporations and the super-wealthy.

So the labor movement is going all out to stop this legislation. We're writing. We're calling. We're running ads. We're rallying. We're making our voices heard. And guess what? As I stand here today with you, the Republican health care scam does not have the votes to pass. We killed it. We did that. We did that with our solidarity.

*(Standing ovation)*

See, the health care fight is just another reminder that our economy is not like the weather. Oh, they've tried to tell us that for 50 years. Oh, it's the economy. There's nothing you can do about it. Well, it's not. It isn't something that simply happens to us. We can change it with our activism on the job and by electing people who will write new economic rules to benefit working families.

Inequality is not inevitable. We have the power to change the rules of the economy and in the process change the course of American history. See, we have the power to grow unity in America. Now, we need that unity now more than ever.

The corporate right wing and their hired politicians are doing everything that they can to destroy us. The anti-union attacks are coming fast and they're coming hard. And in Washington you could even say it's even worse.

News flash: We're under attack. Jesus, when haven't we been under attack? Read your history. From day one when workers tried to stand together to get a better deal, they attacked us. They called us a monopoly and restraint of trade. They tried everything. They used the courts. And none of it worked because we stood together. We said an injury to one is an injury to all, and we didn't let them take us down.

*(Applause)*

And here's the good news. We get to decide what our labor movement will be. Nobody else. We're ready to take on the anti-union crowd. In fact, I want to tell you something. I want our opposition on the field of play feeling good. I don't want them to have any of their players on the disabled list. I want all of their best on the field all at one time, because I want them not to have any excuses. We're going to meet them fair and square like we always have, and then we're going to kick them in the backside and knock the stuffing out of every one of them because that's what they've earned.

*(Standing ovation)*

You see, when it comes to the right-wing attacks on our unions, we've got to encourage our members and each other to let go of our fear. Fear doesn't do us any favors. The same is true when local governments try to go non-union to cut down on our jobs.

See, hear me out. We will not fear these threats, but we will fight them. We will aim to defeat every attack on our jobs and on our institutions of our labor movement on the core values that we hold dear like freedom, equality, and justice. We will fight every one of those threats. And we will use every fight to organize internally, to demonstrate our value to the hardworking men and women that we represent.

You see, we're educating our membership about the threats that we face. Our sole mission is, and always will be, to build real power for working people each and every day so that we can lift each other up. That's our purpose.

Now, it won't be easy, but our agenda unites us: Safe jobs, good pay, health care, secure retirement, and a better life for our kids. See, that's called the American Dream and it's not too much to ask for. Brothers and Sisters, listen to me closely. Our aim is not to merely survive. That's not good enough for the labor movement, because we'll take their threats and we will thrive. We will prosper. We will grow and we will take back America for the working people who

built it. That's our job and that's when we'll stop, when we've done that for every last American out there.

*(Standing ovation)*

See, our labor movement is playing the long game. There's no end to our fight. Twenty-eight states have passed right-to-work laws. Politicians are talking about introducing a national Right-to-Work legislation. It's a chilling proposal. They have one goal, that's to weaken the institutions of working people so that they can pay less and make us work in ever more dangerous conditions; to keep us separated and apart so that they can hold us down.

But let me make a point about Right-to-Work, a point that we should never forget. Right-to-Work does not take away collective bargaining rights from a single worker, and it does not force a single union member to stop paying dues unless they want to. In other words, Right-to-Work cannot and should not stop us from doing our job, and that's organizing new members, engaging with the current ones and providing the best representation in the world. That's how we'll make Right-to-Work irrelevant.

*(Applause)*

Now think about this. In 2016, despite powerful, powerful opposition and a daunting political environment, working people raised pay by 3 percent. That's the highest in years.

See, we're still pushing up. We're finding ways to grow power. We're finding ways to unite for what we want and what we need. The political and economic environment is a powerful laboratory that's forcing us to adapt. It's making us change; it's making us stronger. I can feel it with the heat of the fire. And like tempered steel, when we come out on the other side, we're going to be stronger.

Just remember, we're the ones – we're the ones – who plant the crops and push the mops. We build the stage and paint the scenes. We form the wheels and make the tires. We load the trucks and we drive them too. We face each challenge. We never ever, ever, run and hide. We wake America up every night, we stand strong, we stand together, we stand united, we stand proud.

This is our country, we built her, we make her run, we defend her, and it is time, high time, that we took her back for the working people that do that every day.

*(Standing ovation)*

At this convention, you will hear about the economic outlook for your industries and your futures. You will hear from powerful union leaders and veteran campaigners.

And I know over the years how your members have taken part in AFL-CIO campaigns, and I want to thank you. Thank you for the tremendous work and solidarity that you've done. And I want to ask you to do more because we know how to win when we band together.

See, there's never been a more important time in America for workers to assert our collective power. Every day – every day – we're more independent. We aren't carrying the water for either political party, not Democrats or Republicans. Our issues are leading our politics, not the other way around. And the way forward won't be easy. But, quite frankly, the future is ours to shape if only we dare. If only we dare to stand up and grab it and say we've had enough of that stuff. Let's try something new. Let's try putting workers at the front of the line for a change instead of at the back of the line. Yeah?

*(Applause)*

And all of that starts with solidarity. Solidarity is most important when times are tough and disagreements are sharp. Solidarity's the most important when the sun isn't shining, when good people want to duck their heads and hide.

Now, how all of us respond to the challenges and opportunities of today and in the days to come, that's going to define who we are, who we are as a labor movement and who we are as a country.

Don't ever lose sight of the big picture. The momentum is swinging our way. America is in the midst of a long, overdue national conversation about income inequality and about wages. And a powerful majority of Americans support unions, especially among young people. We know the way forward. Collective action is a part of the national conversation now. And that's a good thing. I say it's about time.

See, we're not complacent. We're not timid, we're not crouching in a corner somewhere trembling at those that are on the field that want to take us off the field. We're ready for a fight. Our opponents are bold and they may be well-funded and ruthless. I say bring it on because we're still standing, standing proud, standing united, standing strong, always standing together.

*(Applause)*

Many times we've fallen, we've been battered and bruised, we've been beaten and bloodied, we've been maimed and killed, but always – always – we have helped each other up, we have locked arms, we've pushed forward with steel in our eyes, we've broken their lines. This is our day. This is our time to take back our country and make it worker friendly again.

It all starts with solidarity.

God bless you! Keep up the fight.

*(Standing ovation)*

INTERNATIONAL PRESIDENT LOEB: How about that guy?

*(Laughter and applause)*

A great man, a great leader, and a great friend. Fantastic.

We now have another guest, the President of Actors' Equity, Ms. Kate Shindle. And Kate was named President of Actors' Equity Association in May of 2015. She's the youngest member ever to hold the highest-ranking position on Equity's governing National Council and the third woman in Equity's history elected to the office.

A member of the union since 1999, Shindle previously served a three-year term as Eastern Regional Vice President. Shindle was first elected to Equity's National Council in 2008 and has served on numerous internal committees to support outreach, contract work, wages, and improvements for members nationwide, including the Actors' Equity Foundation, House affairs, national public policy, new media, and technology.

She's been a member of three negotiating teams for the production contract and Equity's top-tier contract agreement covering Broadway, National Touring, and the Kennedy Center, and she recently became a board member for both the Actors Fund and Broadway Cares/Equity Fights AIDS.

Shindle made her Broadway debut in "Jekyll and Hyde." Other notable Broadway roles include Sally Bowles in "Cabaret," after headlining the national tour, Vivienne in "Legally Blond," and Mad Hatter in Frank Wildhorn's "Wonderland." She has also performed at numerous regional theaters.

Film credits include "Lucky Stiff," "Capote," "Stepford Wives." On television she appeared in "Law and Order SVU," "Gossip Girls," and "White Collar."

During her studies at Northwestern University, Shindle earned the title of Miss America 1998, effectively using her position to advocate for HIV prevention and education. She was a panelist and moderator at the World AIDS Conference, has spoken twice at the National Press Club, and was praised for shattering every ugly stereotype about Miss America. She remains a dedicated AIDS activist and has been a vocal supporter of marriage equality and anti-discrimination laws for the LGBT community.

Her analysis of the both the personal and academic histories of the institution, *Being Miss America: Behind The Rhinestone Curtain,* was published by the University of Texas Press in 2004. Other writings on the cultural history of pageants have appeared in *Newsweek, The Daily Beast, Huffington Post, The Advocate,* and *Salon.*

I'm honored to have with us today the President of Actors' Equity, Ms. Kate Shindle.

*(Standing ovation)*

## KATE SHINDLE
## President
## Actors' Equity

Thank you. Good morning. Thank you so much. I want to thank President Loeb, of course, for the invitation to be here with you today. I will tell you later, privately, my feelings about you putting me on right after President Trumka.

*(Laughter)*

How is that, man? Oh, okay.

I consider it an honor to share any space with our brothers and sisters in the IA. And I'm not blowing smoke when I tell you that the invitation to address your quadrennial convention was one of the most exciting moments of my first term as President of Actors' Equity. So thank you, all of you, for including me and Equity in this very special event.

*(Applause)*

I want to start by saying, because it does not get said enough these days out there in the world, that I am proud to be here today first and foremost as a union member. I am a proud union member.

*(Applause)*

I'm a proud union member because I believe that going to work shouldn't mean putting your own personal safety at risk. I am a proud union member because I believe in equal pay for equal work. I am a proud union member because I see too many people working harder and harder and getting less and less. I am a proud union member because I believe that every American should have access to quality health care, and I am a proud union member because I believe that workers' rights are human rights and human rights are workers' rights.

*(Applause)*

I became a member of Actors' Equity when I was 22 years old. I auditioned for a summer stock production of "Into the Woods" at Little Theatre on the Square in Sullivan, Illinois. When the artistic director called to offer me the role of the witch, he finished with "and we'll give you your card." So like many of you, I have been a professional union member for my entire working life.

Today I am traveling the country with a national tour of a musical called *Fun Home.*

We will hit 13 more cities before the year is over. So it's no understatement to say that I see every day how important the talented and dedicated members of the IATSE are. So far on this tour, we have worked alongside our brothers and sisters of Local 2 in Chicago, Local 16 in San Francisco, Local 67 in Des Moines, Local 13 in Minneapolis, as well as the good men and women of Local 27, Local 417, Local 6, Local 38, Local 720, Local 7, Local 33, Local 3, Local 22, Local 51, Local 31, Local 84, Local 322, Local 15, and of course, all the wardrobe Locals in those great cities.

*(Cheers and applause)*

I have to say, my trunk is starting to look pretty great, although I forgot to get a Local 8 sticker in my hometown of Philadelphia. I'm hoping to remedy that, I'll keep you posted.

I love stagehands. I trust stagehands. I consider stagehands family. There have been plenty of nights in my career when I've passed on going to the martini bar with the cast so that I could hang out with the crew at Becky's in Cleveland or at the Intermission Tavern or just sitting at – Becky's –

*(Laughter)*

– or just sitting at the hotel bar in one of our tour cities, commiserating about Wal-mart training videos or getting schooled on why working people shouldn't drink Yuengling. We are all part of the same movement.

*(Applause)*

These conversations are incredibly valuable to me. They're also fun, but they are very valuable.

I cannot imagine what my career, or the career of any of our members, would be like without the IA, and I don't think any of my fellow members want to imagine that world either. It is not an exaggeration to say that we put our lives in your hands every time we go onstage. We know that you will keep us safe. We know that what we create together in the theater is unique and magical. We also know that it is deserving of a wage, and not just any wage, a fair wage.

*(Applause)*

Right now, we at Equity are working on a campaign called Equity 2020. For the last few months we've done a lot of listening. We've asked our members what kind of union they want to see by the year 2020, and one of our big priorities is focusing on how we can be more aggressive about organizing new work opportunities. I believe that here, the IA can be a model for Equity to follow.

When I look at the IA website, there's posting after posting of new theaters that have become IA houses. We all know, as President Trumka said, that this has been a difficult time for organized labor; and yet, IATSE has found a way to continue to grow its membership.

Looking back, when I was 22, I didn't know much about Actors' Equity or unions in general. I think that has to change, not just for Equity, but for all of us in organized labor. I'm not telling you anything that you don't know, that it's tough for us in the labor movement right now. But I am hopeful that this moment of historic challenges will give us an opportunity to renew the argument that healthy unions mean a healthier, happier middle class. I see it every day, as do you. Union membership is good for workers and it's good for audiences.

I believe that the fight is just starting. Right now in America, there are millions of workers who have grown up taking unions for granted. My generation didn't have to fight to establish our union. It was given to us by our predecessors who literally bled for it.

And now that workers' rights are under assault everywhere, now that national Right-to-Work legislation looms over us, now that the nation's largest employer is a notorious union buster that shows no signs of relenting, now we will have to fights again. We will have to recruit and educate and organize the next generation of American union activists, but we can do it. And if Equity has to be in a foxhole, I am glad that we will be there with you, and I believe that we will win.

*(Applause)*

We will win these battles one at a time, step by step, side by side. And here is why I think there is a reason for shared optimism when I look to the future. As you all probably remember, in March President Trump proposed eliminating the National Endowment for the Arts along with the Corporation for Public Broadcasting and the National Endowment for the Humanities.

I was there in Washington, D.C., the day President Trump released his budget, to fight for the arts. I made the argument then that it was penny wise and pound foolish to eliminate a program that provides seed funding for arts programming in every single congressional district in the nation. The NEA requires matching funds, generating millions of dollars in arts funding for communities small and large all across the country.

But what was so heartening in that moment of peril was to see all of us working together. The leaders of Actors' Equity, the leadership of the IA, the leader of the Writers Guild and SAG-AFTRA and beyond, more than a dozen unions representing more than 4 million professional workers came together to say with one voice that the arts support middle class jobs.

We won that first battle. Congress took bipartisan action to ensure that the National Endowment for the Arts, Corporation for Public Broadcasting, and the National Endowment for the Humanities were funded for this fiscal year. The war is coming.

*(Applause)*

The war is coming. They will be back. But I keep coming back to something I said during the fight last spring. According to one recent study from the Bureau of Economic Analysis, arts and cultural production contributed more than $704 billion to the U.S. economy. These are middle-class jobs supporting families and putting kids in college right here at home.

This week, apparently, is "Made in America Week" at the White House.

*(Laughter)*

You know what's made in America? The arts. We are a global leader in the arts.

*(Cheers and applause)*

Movies, plays, books and other work that originate in the United States is wildly popular with audiences all over the world. What is more American than Broadway? What is more American than Hollywood? And those jobs can't be outsourced. And I believe that we have to keep reminding our fellow union members and our elected government representatives about that as often as possible.

Yes, we are facing new threats. We're living in a world many of us couldn't have imagined a year ago. At the Public Theater we recently saw the very idea of artistic freedom come under attack. But I have also never been more hopeful about our ability to come together as a family to remind our country about what is at stake, about the middle class, about jobs, and about safety and about the dignity of the working man and woman.

Equity members came out of the woodwork to help us fight back when the National Endowment for the Arts was under attack. Tens of thousands signed our petition. We had members holding rallies and community discussions and getting involved not just in New York, but everywhere. We had members go to the Hill and lobby for Arts Advocacy Day, and we weren't there alone. You were there with us.

I am proud to be here and I am proud to be fighting alongside you. Thank you so much for having us here today.

*(Standing ovation)*

PRESIDENT LOEB: Thank you, Kate, for your leadership and your work on behalf of working people.

We'll now hear from a good friend of the IA. Todd Vradenburg has been the Director of the Will Rogers Motion Picture Pioneers Foundation for 20 years. This is his sixth convention with us.

So please join me in welcoming Todd Vradenburg.

*(Applause)*

TODD VRADENBURG
Executive Director
Will Rogers Motion Picture
Pioneers Foundation

Thank you for having me. You only do this every few years, so excuse me if I'm a little nervous.

So I've been with you – this is my sixth convention. Anyone remember me before the gray hair and glasses?

*(Laughter)*

Yeah, I don't.

Because you know me – I know you a bit – I thought this morning instead of trying to wow you with a great speech – which there's no way I'm comparing to the first two speakers, no way – I thought I'd treat this more like I do at a board meeting. I have some slides I'm going to show you. I'm going to walk you through a little bit about the charity, a little bit about our history, a little bit about who we are and how we're working with IA. So let's get started.

I think if I just click – okay, there we go. Slides are on the screen. I'm going to try to do a laser pointer. I'm a bit far away, so follow along with me.

You know, our charity – I don't know if people realize this as much as they should, but we started off as the vaudevillians. In 1925, the National Vaudeville Artists Fund was created to establish a hospital in Upstate New York. Obviously, the relationship with the IA began with the National Vaudeville Artists.

We became the Will Rogers charity because of Will. Will at the time of his death was the number one celebrity – it's very difficult to consider Will a celebrity because he was so much more than that. But Will was the number one person in this country. I'm going to be bold and say that.

So Will started off with the Ziegfeld Follies on Broadway telling jokes, then he went on. He was a cowboy from Oklahoma. His father tried to break him, send him to prep school. That didn't work. But Will loved to entertain – loved to entertain.

By the time of Will's death, Will had the number one syndicated weekly radio show, had the number one weekly syndicated newspaper column. He was the highest paid actor in Hollywood. He was number one at the box office as long as Shirley Temple didn't have a movie out. Humphrey Bogart snuck in there a couple of times, too, by the way. But everyone loved Will.

Will was also the common man. He would send out daily telegrams, which some journalists recently said Will was the first tweet, if you want to look at him that way. Will's quotes are infamous. If you ever want to get some wisdom, just go Google Will's quotes. I won't bore you with a bunch of them today.

But Will became more than just a person of interest or a celebrity that entertained people. People really trusted Will. For some reason Will had the ability to break bread with the highest of the high society people and folks that he sat around with wrangling steer.

Now, Will was an unofficial ambassador for this country. He actually died doing a bit of a trip through Alaska on his way over to New York. He started off in L.A., went up through Seattle, and he died with a guy named Wiley Post. Wiley Post was the first person to fly a plane around the world. Most people don't realize that.

But he was known for being everywhere. Will – if you have something with Will's autograph on it, hang on to it, because Will didn't believe in autographs. Will carried around a pocketful of quarters, and this is during the Depression. He would rather shake your hand, hand you a quarter if he thought you were someone who needed it, could use a quarter. And that's what made Will so special.

Unfortunately Will dies in a plane crash in 1935, and the Will Rogers Memorial Commission is developed to make tribute for Will.

The commission is primarily made up of people from Hollywood. There was a bit of a race in this country to memorialize Will. And at the time in vaudeville, there was two producers left in vaudeville and there's four or five moguls out in Hollywood making what they call "talkies." They did not get along, needless to say. Lots of talent was going out to Hollywood to be in the talkies, lots of stagehands, lots of vaudeville houses were turning to movie houses. But there was one thing they could both agree on, and they both loved Will Rogers.

So the moguls at the time went to the vaudevillians and said, "We'll make you a deal. You've got this hospital in upstate New York, a tuberculosis sanitarium called the NVA Lodge. Open that lodge up, that hospital up, to everyone from the entertainment industry, not just the artists, everyone from the top down; and we'll raise money to support it in our movie houses." That was the beginning of this charity.

So, if you've ever been up to Saranac Lake – I'll give you a picture of what life is really like at Saranac

Lake, more months than not with all the snow. James Cagney did the dedication ceremony, and what was the National Vaudeville Artist Fund became the Will Rogers Memorial Fund. They merged into it. So, that's our history; that's where we come from.

Along the line in 1949 – now I'm going to fast-forward pretty quickly – there was a group called the Motion Picture Pioneers. They started off as a social group and then they became a full-fledged charity by 1949, and that was to support people who worked in the motion picture industry.

Now here's what's really important. Right after World War II, IA leadership got heavily involved with the Will Rogers charity and the hospital. One man in particular, Richard Walsh, really emboldened the charity and made it what it is today. It was his vision that there should be a training center at the hospital and a research center at the hospital, and that's what we now know as the Will Rogers Institute. He was Chairman of the Board for about ten years with the charity, and he solidified the relationship Will Rogers has with IA and, hence, why I'm here today and my predecessors were here before me.

That building – that picture of that building is still there today. That is the research lab. That was Walsh's vision that was built onto the campus where the hospital is located. It became the R.J. O'Donnell Research Laboratory, and that became the Will Rogers Institute. And since then, the Institute has gone to fund $92 million in special pulmonary research projects at medical schools, hospitals, et cetera.

Now, in 1975, there's no longer a need for sanitariums any more, plus the building needed retrofitting and different issues, so the hospital was closed, and we transitioned to a health charity primarily known as the Will Rogers Institute.

2002, we merged with that Pioneer group I just told you about a few minutes ago, and we came up with the Will Rogers Motion Picture Pioneers Foundation. I know, what a mouthful of a name, right? The Board meeting where that name was chosen was one of those special meetings. I wish everyone could have been there. The Pioneers didn't want to give up their name, the Will Rogers group didn't want to give up their name, so here we have it. The only thing they could agree on was that picture, that illustration of Will behind an old-fashioned camera.

So today, who are we? Today we run three distinct programs. We run the Pioneers Assistance Fund, the Will Rogers Institute, Mr. Walsh's vision, and a new program we established in 2015 called Brave Beginnings. I won't tell you about that in detail today, but, in short, that's a program where we fund grants to hospitals to purchase life-saving equipment for NICUs, neonatal intensive care units, for hospitals around the country.

But what I'm going to talk to you today about is the Pioneers Assistance Fund. First and foremost, I have to say thank you. Thank you to all of IA for continuing to support the Will Rogers charity, and specifically to Pioneers Assistance Fund, because any monies donated to us go directly into the Pioneers Assistance Fund. Money that comes from the industry stays with the industry program.

Thirty-six Locals since we last met at the 2013 Convention, $64,000 donated. So thank you very much.

IA International, of course, we had a very good sweetheart deal with our office. We were in the West Coast Office for 13 years – 13 years – 13 years. Unbelievable. It was home for us. It was a great place to be. We understood the need for growth, and we had to move out and get on our own, finally, "kick the kids out of the house" kind of thing, but we appreciate being there for so long.

So what is the Pioneers Assistance Fund? By definition, providing our film industry members with support they need to lead productive and healthy lives. Please interchange "film" with "theatrical." We still are true to our roots. Theatrical entertainment, not just film. That word in Hollywood gets thrown around too lightly.

But we're here to help our friends in need. I don't expect you to read the graph on screen; that's from our website. But just know that we provide social services, medical grants, equipment aid, vocational rehabilitation, emergency grants, and what we call our Pioneer Grant. I'll talk about that in a little bit more detail.

So this is the Board member part, so the numbers. So in 2016 we helped 209 people. Of those 209, 86 came from the IA. We spent $714,500 providing assistance to people from the industry just in 2016.

Now, since our last convention, IA in particular, we've helped 435 members and spent a total of $414,000 on those individuals. Now, I gave that statistic at our last convention, and last convention it was 563 people, $650,000. So the number went down, and that's good news. That means something's going right out there. What's interesting is how we're helping people now compared to what it was four years ago.

So we help people three ways. We give them the Pioneers grant; we give them a short-term grant. We have people what we call chronic. This is an interesting group. This did not exist four years ago. These are people who are not quite old enough for retirement, not quite injured or ill enough to go on permanent disability, but really having a tough go of it. Something is happening in their life, and they just really can't get back to work. This has been a growing list for us over the last couple years.

The Tom Sherak Pioneer Grant – Tom Sherak is a long-time Board member, Hollywood industry icon, was President of the Academy. That's why the grant carries his name.

This is for our retirees. This is a life stipend grant just to help them make ends meet, get by, especially when it comes to buying supplemental Medicare insurance. It's quite expensive. I'm happy to say that not one IA member is a recipient of the Pioneer Grant at this time. So that means you're doing something right with your retirement program.

Salah Hassanein was a long-time Board member. He and a guy named Bernie Myerson took us from our hospital stage to our current professional standing as a charity. Now, Salah ran United Artist Theaters, and his rival, Bernie Myerson, who happened to be a good friend of his, ran Loews Theaters. It's funny how these bitter rivals get together and do philanthropy together. It says a lot about the way things worked back in the '70s and '80 versus today.

The medical grants, four years ago was our number-one need. That was the number-one grant people were asking for help, paying medical fees, medications, health insurance, dental hearing aids, medical equipment. And really now with the baby boomer generation, we're seeing eyeglasses and eye procedures, quite a few people coming to us with those needs.

So now we have what we call a Bernie Myerson Emergency Grant. This is the grant that we're getting the most requests for now, surprisingly, helping people pay rent, utilities, food and household necessities, moving expenses, burial and cremation, vocational assistance. We didn't see this four years ago like we do now.

The livable wage issue is real, and we deal with it every day. The middle class squeeze issue is real, and we deal with it every day. We're seeing it by the type of grant requests coming through for that, for those emergency grants.

Now, our Pioneers – I don't expect you to read this graph on screen, but I wanted you to see just in the middle there, there's something called financial hardship. Oh, yeah. It reaches over there. That's the long bar there. We expect our Pioneer grants to be under some kind of financial distress. We know they need help making ends meet. These people live very, very modest lives. These are not anywhere close to being expensive or extravagant lives, nowhere near that. But they just need help making ends meet. Usually it's rent and health care costs that are most taxing on their budgets. Did they plan for retirement as well as they could have? Probably not. But yet again, they still need a little bit of help.

Now when we get to our short-term and chronics, here's where things have changed dramatically. The financial hardship is that the long bar going across the screen. We didn't see this four years ago. People would come to us with car accidents and cancer issues and dental issues and even end-of-life issues, but never just the basic need to help them pay some bills, because there's no room for error anymore. There's no room for mishap. There's no room for the unfortunate circumstance because 50 percent of the working people in this country are living paycheck to paycheck. The alarming statistic in this country is how many people don't even bother with bank accounts anymore because why pay the fees? The money goes in, the money goes out. We're dealing with this every day.

So financial hardship has become the number-one reason people call us. I've been with this charity 20 years, and I've spoken to Board members who were here 20 years before me. We never had a homeless case until 2015. We had our first homeless case. 2016 we had three more. 2017 we have two more. We just settled one, so we're down to one right now.

Here's what's interesting about that statistic. In 2016, those three homeless cases, two of those people were employed. In 2017, both of those people were employed. They simply had a mishap in their life, they could no longer afford where they lived. The rent's too expensive, it's half their paycheck. Health care premiums were too expensive, they couldn't afford that or the copays. So you fall behind, you run up consumer debt on credit cards, you go to payday lending services, you're in a hole you cannot get out of. That's when they come to us.

Consequently, our social worker spent a lot, a lot, of time, a great deal of time talking to people about their lives and how to manage their decision-making. And if you think back to the type of emergency grants, relocation, job retraining grants that we give out now

– because sometimes it's much better to try and get someone to move back to a less-expensive area, go live with family and friends where you have a support base, because they simply can't make it in the entertainment hubs of this country.

So we're spending a great deal of time talking to people. Our social workers have now become financial counselors. Not something that they were necessarily trained to do, but they're learning quickly. What happens in these conversations with the social workers – self-identity, self-worth. It's real. Those people who feel like "I'm in a hole, I can't get out, nothing's going to ever change for me," they want to give up. They're not talking about committing suicide, but they do just want to say, "Forget it. Why do I even try? Why do I bother?" Half our social worker's job is trying to motivate these folks.

Now, who are we talking to when we give counsel? There's a big bar in the middle there. Here's what's interesting. They're IA members. We're spending a great deal of time talking to IA members about life choices and planning and budget and decisions.

What we're finding is that there's a generation out there that's stuck in the middle, that sandwich generation. They've got kids at home, young adults at home. As we know, young adults are having a very difficult time getting full-time, meaningful career work. They've got parents who are living longer and it's more expensive to take care of them. So we are spending a good deal of time talking to IA members.

Here's the new issue that's popped up on us in the last two years that's not going to surprise anyone in this room. Dependence on pain-killing medications. As you can see from the pretty slide there, 52 million people in this country are addicted to pain-killing medications. It's real. I have got two friends who have gone through it personally. I bet if I ask for a raise of hands, half the people in this room know someone who's been dealing with pain medication addiction. It's not a social addiction. This isn't recreational drug use. This sneak up on you; you don't even realize you're addicted. A friend of mine who had a very prominent position – still does – in Washington, D.C., he had no idea he was addicted until he got caught stealing the prescription pad from his doctor's office trying to write himself his own prescriptions. And so he said the brain just plays tricks on you when you're hooked on that stuff.

So death from overdose is at an epidemic level, as high as the HIV epidemic when it was at its peak. 47,000 people or 125 Americans every day will die from pain-killer drug dependence. Number one choice is heroin because heroin is a quarter of the price of their pain meds.

Part of these conversations we've having with people is trying to decipher "Is there something going on behind the scenes that we're not knowing about? Is there a financial burden in your household because you have this dependence that you don't want to disclose, even to yourself?" It's a fragile conversation.

As I said before, this sandwich generation is primarily affecting the group of 45 to 54-year-olds. This is when the body starts to break down. This is when we start seeing the ailments. Trust me, I turned 50, and I've got all the scars to prove it and the doctor file to prove it. So it's a tough scenario that we're managing and we're trying to get through.

So, hopefully what I walked you through – let me apologize. You got such great motivational speakers before me, and here comes the big downer guy.

*(Laughter)*

But I wanted to give you a snapshot of what we're dealing with. It's not just us; it's the other agencies that also work in the entertainment industry, whether it's Actors Fund or MusiCares, Society of Singers, Motion Picture Television Fund. Our social workers all talk and all collaborate, and they work together on these cases, and we're all dealing with the same thing – livable wage issues, middle class squeeze, pain medication addiction. And we're all trying to help in the same way. Short-term grants – and trying to be innovative with those short-term grants. Not just pay bills, but pay bills that help answer a problem.

So, hopefully, I didn't leave you with too much of a downer, but I want you to walk away with having a better understanding of what we do and what our relationship is with IA and why every four years I have the opportunity to get up and address you.

I always like to end my talks with a Will quote. Normally it's a joke. I thought that would be – for today's talk, I should probably give you a little bit more of a serious quote from Will. I love this one:

"Some people try and turn back their odometers. Not me. I want people to know why I look this way. I've traveled a long way, and some of the roads weren't paved."

Kind of a joke, right?

*(Applause)*

Oh, Will. That's a picture of Will. He actually hosted the Academy Awards. Gave the award out to the wrong person for Best Actor. It was classic. Classic Will. "Come up, Frank, and get the award." It was the wrong Frank. Reminiscent of what just happened this past year with Best Movie.

Anyway, Will's point is, "Hey, life isn't easy, but, boy, is it worth it." So let's keep plugging away.

We have a booth outside. Hopefully some of you can get by and see us, talk to us a little bit. I'll be out there the rest of the day.

Once again, thank you. Thank you for 80 years. Thank you for the financial support, and thank you for allowing me to be here today. I really, really appreciate it.

*(Standing ovation)*

PRESIDENT LOEB: He's not a big downer, he's really a pretty fun guy.

*(Laughter)*

Thank you, Todd.

Todd does a great job. I encourage everybody to visit the booth outside the hall. They do a lot of great work on behalf of our members and we should continue to support them. You saw the numbers, and they're helping a lot of our members at significant cost, more than we contribute; so we should really try to ramp it up because these guys do a great job for us.

We'll now proceed to the Report of the Constitution Committee. Vice Presidents Gearns and Ford will give the report.

## REPORT OF THE CONSTITUTION COMMITTEE

COMMITTEE CO-CHAIRPERSON GEARNS: Report of the Constitution Committee. The Constitution Committee consisting of 70 members, with 65 delegates in attendance, convened at 7:00 p.m. on July 17, 2017, in the Diplomat Ballroom 4 at the Diplomat Resort in Hollywood, Florida, for the purpose of taking up proposed amendments to the Constitution.

Co-Chairpersons are Vice Presidents John R. Ford and William E. Gearns, Jr.

Colleen Donahue of Local 161 served as Secretary and Robert Igoe of Local 14 served as Sergeant-at-Arms to the committee.

Upon consideration of the proposed amendments, the committee submits to the delegates the proposed recommendations as follows:

### ITEM 1

*…Co-Chairperson Gearns read the following:*

**Item 1**. Amend the Constitution and Bylaws throughout to make gender-neutral language changes.

The committee agrees that the use of gender-neutral language has become standard in business and this update should be made.

It, therefore, recommends approval, and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Is there a second?

Microphone No. 1.

DELEGATE JOANNE SANDERS, Local 893: Mr. President, Joanne Sanders, Local 893. I second.

INTERNATIONAL PRESIDENT LOEB: On the question, any discussion?

There being none, all those in favor of the recommendation of the committee, say aye.

Those opposed, say no.

The recommendation of the committee is adopted.

*(Applause)*

*…Committee Co-Chairperson Gearns continued reading the following:*

ARTICLE TWO, Section 5. Officers (Page 8)

Modify the last sentence of the first paragraph by deleting (1) the "s" from "delegates"; (2) the "," after Congress and (3) the phrase "one of whom shall be a Canadian Vice President" so that the revised provision reads:

"and delegate to the Canadian Labour Congress."

COMMITTEE CO-CHAIRPERSON GEARNS: The committee made special note that, as far back as 1956 when the Canadian Labour Congress was established and the International affiliated with it, the delegates have elected a member from a Canadian Local to represent the International in the Canadian

Labour Congress. It observed that the CLC delegate, though elected, does not have to be a Vice President. It appears the member-elected CLC delegate has never been a Vice President.

The committee, therefore, recommends approval of this proposed amendment to reflect accuracy; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Can I get a second?

Microphone No. 2.

DELEGATE STEPHEN ALTMAN, Local 110: Mr. President, Steve Altman, Local 110. I second the motion to approve.

INTERNATIONAL PRESIDENT LOEB: Moved and seconded. Anything under remarks?

All those in favor of the recommendation of the committee, signify by saying aye.

All those opposed, say no.

The motion is carried.

*...Committee Co-Chairperson Gearns continued reading the following:*

ARTICLE THREE, Section 1. Regular (Page 8)

ARTICLE FIVE, Section 2. Tenure of Office (Page 11)

Delete 2001 and replace with 2017.

COMMITTEE CO-CHAIRPERSON GEARNS: These proposed changes merely update the year so that it is current.

The committee recommends approval; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Can we get a second, please?

Microphone No. 4.

DELEGATE THOMAS GUIDUGLI, Local 5: Mr. President, Tom Guidugli, Local 5. I second the motion.

INTERNATIONAL PRESIDENT LOEB: Thank you. Anything under discussion?

There being none, those in favor of the recommendation of the committee, say aye.

Opposed, say no.

Recommendation of the committee is adopted.

*...Committee Co-Chairperson Gearns continued reading the following:*

ARTICLE FIVE, Section 8. Voting (Page 12)

ARTICLE FIVE, Section 9. Canvass of Returns (Page 13)

**Section 8.** Voting

The judge of election shall be in charge of the proper conduct of the election and the tellers ~~and registry clerk~~ shall~~, under his direction,~~ assist therein.

Prior to the opening of the polls, the voting ~~machines~~ devices shall be examined by the Election Board, which shall make certain that all candidate counters are set at zero (000). During this examination, during the voting and during the canvass of returns, there may be present the designated watcher for each candidate.

~~The judge of election shall open the voting machines for voting and lock the counting compartments.~~

The polls shall be declared open by the Judge of the election.

In order to be admitted to ~~a~~ vote~~ing booth~~ a delegate must present to the proper election official ~~his~~ the voter's identification card, a stub of which shall be detached. All detached stubs shall be kept filed in numerical order. If any delegate~~'s stub~~ is entitles~~d him~~ to more than one vote, an election official shall supervise the number of votes ~~he~~ casts~~, permitting him to operate the lever, opening and closing the curtains of the voting machine the specified number of times~~, maintaining ballot secrecy.

A delegate who~~,~~ requires assistance ~~through misfortune, is unable~~ to ~~operate the~~ vote~~ing machine~~ may call upon a member of the Election Board ~~to assist him~~.

The polls shall be declared closed by the Judge of the ~~E~~election ~~Board~~.

Section 9. Canvass of Returns

As soon as the polls are closed, the judge of the election, in the presence of the other members of the Election Board, shall immediately ~~lock~~ secure the voting ~~machines~~ devices ~~against voting~~.

The total number of eligible votes, as shown by the identification card stubs on file, shall be determined.

~~The judge of election shall then open the counting compartments of the voting machines, giving a full view of all the counter numbers to the officials and watchers present.~~ The ~~registry clerk~~ judge of election shall then read and announce to the officials and watchers present the results as shown on each device ~~machine specifying in turn each counter number~~, the name of the candidate ~~to whom each counter belongs~~ and the total vote recorded for each ~~counter~~. The vote so announced by the ~~registry clerk~~ judge of election shall be ~~taken down by each teller~~ recorded upon tally sheets ~~provided by the Election Board~~.

When the count of votes has been taken ~~from all machines~~ and the tally sheets have been totaled and are in balance, the Election Board shall prepare a recapitulation upon its official recapitulation sheets and shall certify the correctness of the recapitulation. Each member of the Election Board must sign each recapitulation sheet.

As soon as the count is completed, the judge of election shall ~~close and lock~~ ensure that the ~~counting compartments on each machine and seal the operating levers, and the machines shall remain so locked~~ devices are locked ~~against voting or being tampered with until after the adjournment of the Convention.~~

After the votes have been counted and the recapitulation prepared, if the total number of votes cast should fail to tally with the total number of eligible votes as shown by the file of identification card stubs, the judge of election shall decide whether or not the difference would have any material effect upon the election. If the number of votes cast exceeds the eligible number and if adding this excess to the vote of any candidate would have changed the result of the election for any office, then the election for such office shall be declared void by the judge of election. Similarly, if the number of votes cast falls short of the eligible number and if the votes thus unaccounted for would be sufficient to change the final standing of the candidate for any office, then the election for such office shall be declared void. Where, however, the number of votes unaccounted for, or in excess of the number shown by the stubs, would not be sufficient to effect a change in the successful candidates, the election shall be declared valid.

When the recapitulation has been completed, the results of the election shall be announced to the Convention by the ~~Registry Clerk~~ judge of election.

COMMITTEE CO-CHAIRPERSON GEARNS: The committee agrees that these sections must be updated to reflect new election methods. The stricken language is no longer accurate because the method of voting is done electronically and the proposed changes reflect the current election procedure.

The committee recommends that these changes be approved; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Do I have a second?

Microphone No. 6.

DELEGATE SUSAN CABRAL-EBERT, Local 706: Sue Cabral-Ebert, Local 706. I second the motion.

INTERNATIONAL PRESIDENT LOEB: Thank you. Anything under discussion?

You heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The committee recommendation is adopted.

*...Committee Co-Chairperson Gearns continued reading the following:*

ARTICLE SIX, Section 1(a). Matters Proper for Referendum (Page 14)

Delete Article Six, Section 1.a because it conflicts with ARTICLE TWENTY-FOUR, Section 1. With the deletion of Section 1.a, there is no need to delineate subparts 1.a and 1.b. Thus, the new provision will read:

A referendum may be initiated ~~upon any of the following matters:~~

~~a. Amendment of the Constitution of the International Alliance~~.

b. ~~T~~to call a Special Convention, as provided in Section 2 of Article Three of this Constitution.

COMMITTEE CO-CHAIRPERSON GEARNS: The committee recommends approval of this amendment in order to ensure consistency in the Constitution and Bylaws and to eliminate confusing and conflicting provisions.

I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Can I get a second?

Microphone No. 3.

DELEGATE KYLE BEEBE, Local 33: Kyle Beebe, Local No. 33. Mr. President, I second the motion.

INTERNATIONAL PRESIDENT LOEB: Thank you. Anything under discussion?

All those in favor of the recommendation of the committee, say aye.

Opposed?

Recommendation is adopted.

*...Committee Co-Chairperson Gearns continued reading the following:*

ARTICLE SEVEN, Section 1. [International President] Salary and Allowances (Pages 14-15)

ARTICLE EIGHT, Section 2. [International Vice Presidents] Salary and Allowances (Pages 20-21)

ARTICLE NINE, Section 10. [General Secretary-Treasurer] Salary and Allowances (Pages 22-23)

ARTICLE TEN, Section 2. [International Trustees] (Page 23)

ARTICLE TWELVE, Section 1.b. Assistant(s) to the President and Section 2.b International Representatives (Pages 25-26)

It is proposed that the salary and per diem of International Officers and staff be increased by three percent (3%) annually effective January 1, 2018 and on each subsequent January 1st through and including January 1, 2021. It is further proposed that the per diem of all International Officers and staff be the same as the per diem of the International President and General Secretary-Treasurer.

COMMITTEE CO-CHAIRPERSON GEARNS: The proposed amendments to Articles Seven, Eight, Nine, Ten and Twelve set forth above all address financial matters, including increases to salary and per diem; thus, they have been referred to the Audit and Finance Committee for its consideration. The Constitution Committee defers to Audit and Finance and takes no further action with respect to these proposed changes.

INTERNATIONAL PRESIDENT LOEB: No action required. Next item.

*...Committee Co-Chairperson Gearns continued reading the following:*

ARTICLE SEVEN, Section 5. Judicial Process (15-16)

Revise Section 5.a. to clarify that it covers charges brought by member(s) against member(s) of the same or different local union(s). Add subparts to Section 5.a. for ease of reading and understanding. Add a new Section 5.e. and re-letter extant Sections 5.e and 5.f to new 5.f and 5.g.

The new provision reads:

"The International President shall have original jurisdiction to try charges against individual members or officers of local unions:

a.i. When charges have been preferred ~~by a member~~ against a member ~~to his~~ and filed in the charged party's local union and the local union has wrongfully neglected or refused to take cognizance of them;

a.ii. or where, after ~~taken~~ taking cognizance of charges and conducting a trial thereon, the Local imposes a penalty or renders a verdict that is, on its face, not supported by the evidence or the law, or

e. When a local union prefers charges against a member of another local union of this International.

~~e. When charges are preferred against an officer alleging failure or refusal on his or her part to comply with a lawful order or directive of the International President or General Executive Board of the Alliance.~~

~~f. When charges are preferred against an officer of a local union alleging that such officer, while in office, caused or attempted to cause the Local to disaffiliate from the Alliance or to decertify the Local or the International as the bargaining agent or to transfer the bargaining agent status to another union not affiliated with the Alliance.~~

~~e~~f. When charges are preferred against an officer alleging failure or refusal on his or her part to comply with a lawful order or directive of the International President or General Executive Board of the Alliance.

~~f~~g. When charges are preferred against an officer of a local union alleging that such officer, while in office, caused or attempted to cause the Local to disaffiliate from the Alliance or to decertify the Local or the International as the bargaining agent or to transfer the bargaining agent status to another union not affiliated with the Alliance.

(All other sections and subparts of Article Seven remain unchanged).

COMMITTEE CO-CHAIRPERSON GEARNS: The Committee spent some time discussing the proposed amendments to Article Seven, specifically noting that the language in Section 5.a. needed to explain clearly and plainly that it covers charges filed by members against members.

It emphasized the importance of the new Section 5.e. noting that charges filed by a local union against a member of another local union are similar to charges between local unions, which are already heard by the International President or his designee in order to remove any actual or perceived bias. In the same way, the Committee agrees that if charges are filed by a local union against a member of another local union, that those matters should also be heard by the International President or designee. This procedure is objective and eliminates any alleged partiality.

The Committee therefore recommends the amendments to Article Seven be adopted; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Is there a second?

Microphone 5.

DELEGATE CHARLES L. PARKER, III, Local 800: Mr. President, Chuck Parker, Local 800, the Art Director's Guild. I second this motion.

INTERNATIONAL PRESIDENT LOEB: It's been moved and seconded. Anything under remarks?

There being none, those in favor of the recommendation of the committee, say aye.

Those opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson Ford read the following:*

ARTICLE THIRTEEN, Section 6. District Secretary-Treasurer (Page 27)

Revise the first sentence as follows:

"In accordance with its Constitution and Bylaws, each ~~At the opening of a~~ District ~~Convention the delegates~~ shall ~~immediately proceed to~~ elect a Secretary-Treasurer, whose duty it shall be to keep accurate records . . . ."

COMMITTEE CO-CHAIRPERSON FORD: In reviewing and discussing this amendment, the Committee observed that this proposed change reflects the actual practice in Districts with regard to the election of Secretary-Treasurers. It further noted that the Districts have already amended their respective Constitutions and Bylaws to set forth their election cycles. Thus, this amendment is merely clean up ensuring that the Constitution reflects reality.

The Committee recommends that these changes be approved; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Do we have a second?

Microphone No. 6.

DELEGATE ROBERT N. BROWN, Local 600: Mr. President, Bob Brown, Local 600. I second the amendment.

INTERNATIONAL PRESIDENT LOEB: Thank you. Anything under discussion?

You heard the recommendation of the committee. All those in favor, say aye.

Opposed?

Motion is carried.

*...Committee Co-Chairperson Ford read the following:*

ARTICLE FOURTEEN, Section 1. Per Capita Tax (Page 28)

ARTICLE NINETEEN, Section 12. Financial Obligations (Page 45)

ARTICLE NINETEEN, Section 24A. Members At Large (Page 49)

## RULES AND REGULATIONS OF THE AFFILIATED DEPARTMENTS OF THE I.A.T.S.E.

RADIO AND TELEVISION DEPARTMENT (Pages 61-62)

ASSOCIATED CRAFTS AND TECHNICIANS (A.C.T.) DEPARTMENT (Page 62)

It is proposed that the per capita tax payments of Class "A" local unions to the International as well as for direct members of the International (Members

At Large, Radio and Television and Associated Crafts and Technicians) be increased by one dollar ($1.00) per quarter effective January 1, 2018, one dollar ($1.00) per quarter effective January 1, 2019, one dollar ($1.00) per quarter effective January 1, 2020, and one dollar ($1.00) per quarter effective January 1, 2021.

COMMITTEE CO-CHAIRPERSON FORD: The proposed amendments to Articles Fourteen, Section 1, Nineteen, Sections 12 and 24A; Rules and Regulations of the Affiliated Departments of the I.A.T.S.E Radio and Television and Associated Crafts and Technicians Departments address financial matters; thus, they have been referred to the Audit and Finance Committee.

This Committee takes no further action with respect to proposed per capita tax changes.

PRESIDENT LOEB: No action is required from the floor.

*...Committee Co-Chairperson Ford read the following:*

ARTICLE NINETEEN, Section 26. Additional Revenue (Page 50)

Add to the end of the second paragraph:

If members of a Local of this Alliance work under a Pink Contract, they shall pay the same work assessment to their home Local as is paid by the members of their home Local.

COMMITTEE CO-CHAIRPERSON FORD: The Committee noted that this proposed change corrects an oversight regarding Pink Contracts and a member's dues requirements. It observes that in every International collective bargaining agreement/collective agreement, local unions collect dues, which should hold true for those working under Pink Contracts.

The committee unanimously urges adoption, and I so move you, Mr. President.

PRESIDENT LOEB: Can I get a second?

Microphone No. 7.

DELEGATE JOSEPH SACCO, JR., Local 720: Mr. President, Joe Sacco, Local 720, Las Vegas. I second the motion.

PRESIDENT LOEB: Thank you.

Is there any discussion?

Microphone No. 1.

DELEGATE CHRISTOPHER WELLING, Local 11: Mr. President, Chris Welling of Local 11.

Many years ago I worked under a Pink Contract for almost five years. Road men and women from Boston for more than a century have paid the same work assessment as their brothers and sisters back home. We believe the financial burdens of operating a Local should be shared equally.

I believe shirking fiscal responsibility for the privilege of belonging to a union echoes the Republican right-to-work language that seeks to fracture our labor movement. I strongly support the amendment.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 3.

DELEGATE SALVADOR PONCE, Local 15: Mr. President, Sal Ponce, Local 15.

I have spoken to a few of our road members and they have concerns about the omission of contract minimums in this proposed change.

PRESIDENT LOEB: Thank you.

Anyone else?

You've heard the recommendation of the committee. All those in favor, signify by saying aye.

Opposed?

The motion is passed. Thank you.

*...Committee Co-Chairperson Ford read the following:*

ARTICLE TWENTY-ONE, Section 1. Qualifications for Membership (Page 52)

Revise the first sentence of the first paragraph as follows:

"Applicants for membership in this Alliance must be employed in the theatrical, television, or moving picture, entertainment or exhibition industries in occupations . . . ."

COMMITTEE CO-CHAIRPERSON FORD: The Committee recommends approval of this proposed change, and I so move you, Mr. President.

PRESIDENT LOEB: Can I get a second?

Microphone No. 3.

DELEGATE GEORGE BLANCH, Local 33: President Loeb, George Blanch, Local 33. I second the motion to change – amend Article Twenty-One, Section 1.

PRESIDENT LOEB: Thank you, George.

Anything under remarks? Any discussion?

There being none. All those in favor of the committee recommendation, signify by saying aye.

Opposed, say no.

The recommendation is passed.

*...Committee Co-Chairperson Ford read the following:*

ARTICLE TWENTY-ONE, Section 14. Reinstatement or Readmission of Members (Pages 54-55)

Revise this Section as follows:

Former members who have been expelled from this Alliance for failure to pay financial obligations . . . .

Former members who hold honorable withdrawal cards, may be readmitted to membership, provided the Local pay to the International all per capita and the ~~member~~ person pays to the Local all dues and assessments accrued from the start of that ~~member's~~ person's withdrawal until their readmission to the International; but that repayment shall not exceed the total of eight quarters per capita and eight quarters of Local dues and assessments. Canadian ~~members~~ persons readmitted under this Section may, at the option of the Local be reinstated with their original initiation date.

Former members may be readmitted or reinstated in accordance with the above only upon application for membership and in the manner set forth in Section 2 of this Article with the exception that no membership application or processing fee shall be required; provided, however, that where the Constitution provides, former members who were expelled ~~members~~ may be refused readmission or reinstatement to the Alliance for a certain fixed period or indefinitely.

Former members who hold honorable withdrawal cards issued by this Alliance may be readmitted to membership, without examination, by a majority vote of the local union to which such ~~members~~ persons apply.

(Remaining sections remain unchanged).

COMMITTEE CO-CHAIRPERSON FORD: The Committee recommends that the proposed changes be approved, and I so move you, Mr. President.

PRESIDENT LOEB: Take a second. Microphone No. 1.

DELEGATE CECILIA FRIEDERICHS, Local USA829: Cecilia Friederichs, United Scenic Artists. Mr. President, I would second this motion. I think it is an excellent motion as it clears up a great deal of confusion that people have that withdrawal is actually a membership status.

PRESIDENT LOEB: Thank you.

Anyone else on the question?

There being no other discussion, you've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson Ford read the following:*

ARTICLE TWENTY-SIX, Section 2. Gender (Page 59)

Delete this provision; re-number subsequent subparts as necessary.

COMMITTEE CO-CHAIRPERSON FORD: The committee recommends that this proposed change be adopted, and I so move you, Mr. President.

PRESIDENT LOEB: Take a second.

Microphone No. 5.

DELEGATE STEVEN POSTER, Local 600: Mr. President, Steven Poster from Local 600. I second this motion.

PRESIDENT LOEB: Thank you.

Anything under discussion?

You've heard the recommendation. All those in favor, signify by saying aye.

Opposed, say no.

The committee recommendation is adopted.

*...Committee Co-Chairperson Ford read the following:*

RULES AND REGULATIONS OF THE AFFILIATED DEPARTMENTS OF THE I.A.T.S.E. RADIO AND TELEVISION DEPARTMENT (Page 62)

Delete 7A

COMMITTEE CO-CHAIRPERSON FORD: The Committee recommends that this change be adopted to remove any conflict between provisions of this Constitution and Bylaws, and I so move you, Mr. President.

PRESIDENT LOEB: Second?

Microphone No. 3.

DELEGATE SEAN RYDER, Local 8: Mr. President, Sean Ryder, Local 8. I recommend this amendment.

PRESIDENT LOEB: Moved and seconded. Anything under discussion?

On the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson Ford read the following:*

BYLAWS ARTICLE NINE, Standing Rules for Meetings (Page 69)

Revise the preamble as follows:

The following rules of order shall be observed in all meetings by all Conventions and meetings of this Alliance and the affiliated local unions to the extent they are not inconsistent with the Constitution and Bylaws and any special rules of order the Alliance may adopt:

(Remaining sections remain unchanged).

COMMITTEE CO-CHAIRPERSON FORD: The Committee noted that at the Opening of every Convention, the Rules Committee proposes rules of order to govern the conduct of business before the Convention. The delegates are empowered to approve and adopt any such rules. This proposed amendment seeks to clarify that the Rules adopted by the Convention supersede those Standing Rules in the Constitution and Bylaws Article Nine if there are any conflicts between the two. Otherwise, the Convention Rules and the International Constitution and Bylaws Article Nine govern the Convention.

The Committee recommends approval of this amendment, and I so move you, Mr. President.

PRESIDENT LOEB: A second, microphone No. 5.

DELEGATE JOHN FUNDUS, Local 52: Mr. President, John Fundus, Local 52. I second the motion.

PRESIDENT LOEB: Thank you.

Anything under discussion?

You heard the committee recommendation. All those in favor, signify by saying aye.

Opposed, say no.

The recommendation is adopted.

COMMITTEE CO-CHAIRPERSON FORD: This concludes the report of the Constitution Committee on all of the proposed amendments referred to it as are contained in the booklets at the delegates' tables.

PRESIDENT LOEB: Thank you. That completes the report of the committee. I want to thank the committee for their work, and you are dismissed.

*(Applause)*

Thank you.

We'll now proceed to the report of the General Executive Board Meetings. I would point out that the minutes of our board meetings over the past four years cover quite a lot of work. Because of the number of pages it took to print minutes for this convention, we've had them printed in three books. Books 1 and 2 were provided in your delegate kits and Book 3 was put on the tables yesterday morning, so you should have all of those.

We will now review Book 1, and captions will be read by the Readings Clerks. I will pause after each caption in the event someone wants to go to the microphones and speak on the subject. The rules apply, so there's a three-minute limit. At the sound of the gavel, we'll proceed to the next caption.

I want to remind everyone that there's quite a bit of work here. So to the extent that we can be brief and concise, I think that will be appreciated by all the delegates and we can get through all the work we have to do.

So with that, the Reading Clerks, if you would start with Book 1.

### REPORT OF THE GENERAL EXECUTIVE BOARD MEETINGS BOOK 1

READING CLERK BELSKY: Thank you, Mr. President.

*...Reading Clerks Dinkel-Smith and Belsky read the captions of the Report of the General Executive Board Meetings, Book 1, as follows:*

"Report of the General Executive Board Meeting held in the IATSE General Office, New York, New York, November 2nd, 2013."

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

### HELD AT THE IATSE GENERAL OFFICE NEW YORK, N.Y. NOVEMBER 2, 2013

"Call to Order" (Gavel)

## CALL TO ORDER:

In accordance with Article Seven, Section 3 of the International Constitution, a Special meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, convened at 10:00 a.m. on Saturday, November 2, 2013. the IATSE General Office in New York, NY.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
J. WALTER CAHILL, Second Vice President
THOM DAVIS, Third Vice President (via teleconference)
ANTHONY DEPAULO, Fourth Vice President and Co-Director of Stagecraft Department
DAMIAN PETTI, Fifth Vice President
MICHAEL F. MILLER, JR., Sixth Vice President and Directorof Motion Picture and Television Production Department
JOHN T. BECKMAN, JR., Seventh Vice President
DANIEL E. DI TOLLA, Eighth Vice President and Co-Director of Stagecraft Department
JOHN R. FORD, Ninth Vice President (via teleconference)
JOHN M. LEWIS, Tenth Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eleventh Vice President
WILLIAM E. GEARNS, JR., Twelfth Vice President and Director of Tradeshow Department
PHIL S. LOCICERO, Thirteenth Vice President

In addition to the members of the Board, those present included International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White, CLC Delegate Kelly Moon, Assistants to the President Sean McGuire (via teleconference) and Deborah A. Reid, General Counsel Dale W. Short (via teleconference), and In-House Counsel Samantha Dulaney.

"New Membership Applications" (Gavel)

## NEW MEMBERSHIP APPLICATION

General Secretary-Treasurer Wood reported to the Board that as a result of Convention action in July 2013, the membership application form has been removed from the International Constitution. The Board was reminded that in conjunction with that removal, it was the intention of the International to modernize and simplify the membership application and General Secretary-Treasurer Wood presented a new version for the approval of the General Executive Board.

General Secretary-Treasurer Wood proposed that as a result of the International now scanning electronic copies of the application it was now appropriate to only have a single page application rather than the current two sheet carbon version. In addition, although presently there are two application forms for each of the United States and Canada (Regular and Special Department), the proposed application will reduce that number to only one that can be used by all local unions in both countries. General Secretary-Treasurer Wood also recommended that the application include the

Pledge card that is currently a separate document that applicants are requested to sign upon submitting their application. This will further reduce the amount of paper submitted by our local unions and simplify the scanning process.

In addition, General Secretary-Treasurer Wood reported that in keeping with the pillar of Activism from the 2013 Convention theme (The Pillars of Success), and the International's increased need to communicate with members in a more expedient manner, he and President Loeb discussed additional revisions to the applications. It was therefore recommended to the Board that the applications be revised further to include cellular/mobile telephone numbers and information about whether members used social media such as Twitter. It was noted that having these communication options readily available in the International's membership database will greatly enhance our outreach efforts to the membership in a timely manner, and in ways that members are using more and more.

It was noted that upon the Board's approval, all the revisions will also be made to the Spanish and French versions of the membership application.

The General Executive Board approved the new membership application and making those same changes to both the French and Spanish versions as well.

"Sixty-Eighth IATSE Quadrennial Convention Update" (Gavel)

## 68th IATSE QUADRENNIAL CONVENTION UPDATE:

After careful consideration and discussion, President Loeb and General Secretary-Treasurer Wood recommended to the Board that the 68th Convention be held at the Westin Diplomat and Convention Center in Hollywood, Florida, with a room rate locked in at $199.00 single/double per night.

It was noted that the mid-Winter meeting of the General Executive Board will be held at the Diplomat the week of January 9-16, 2016, and the 68th IATSE Quadrennial Convention and Mid-Summer Board meeting will be held July 8-22, 2017.

The General Executive Board approved the recommendations pursuant to Article Three, Section 1 of the International Constitution.

"Golf Channel Negotiations Update"

## GOLF CHANNEL NEGOTIATIONS UPDATE:

Vice President Daniel E. Di Tolla reported to the Board that four negotiating sessions have been held to date with the Golf Channel. Proposals were exchanged between the parties and there will be four additional bargaining sessions scheduled before December 31, 2013.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE JOHN CULLEENY, SR., Local 748: Mr. President, members of the board, John Culleeny, Local 748, Broadcast Technicians, Arizona.

Four years ago we won an election with the Golf Channel. After a bitter negotiations, it dragged on forever, we finally got a contract. That contract is now expired. NBCUniversal is asking for people to have $20,000 in rollbacks and givebacks. They've been doing that to other unions for 30 years and we're not going to let it happen.

The members are unified. They want to fight. They just want to know that you'll be here to support them. They've asked me to come here and ask for your support and the members of the delegates.

*(Applause)*

PRESIDENT LOEB: Thank you. And you can send the message back that they will have the support of the entire Alliance until we prevail in this fight.

*(Applause)*

DELEGATE CULLEENY: Thank you, Mr. President.

PRESIDENT LOEB: Anyone else?

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"PAC-12 Status Update" (Gavel)

## PAC 12 STATUS UPDATE

Vice President William E. Gearns, Jr. reported to the Board that in September 2013 several Broadcast Locals had begun bannering campaigns directed at the PAC 12 network and several PAC 12 universities within

their jurisdictions. It was noted that the headquarters office of PAC 12 in San Francisco has also been bannered. San Francisco Bay Area Broadcast Local 119 has engaged the services of former Stage Local 16 Business Representative F.X. Crowley on the PAC 12 campaign.

Vice President Gearns further reported that a political effort was started in connection with the campaign in October. In that regard, Vice President J. Walter Cahill, Consultant Alec French and his colleague Benjamin Staub, have met with Congressional staffers in Washington, D.C. Vice President Cahill reported that AFL-CIO Legislative Director Bill Samuel had arranged for a number of meetings with targeted members of the U.S. Congress and Senate. He and Alec French also continue to meet with various members of the U.S. Congress and/or the Senate to seek assistance in connection with the PAC 12 campaigns. He noted that to date they have had seven such meetings and several Congressional members have written letters to PAC 12 universities on behalf of the union.

The Board discussed other avenues that will be pursued as potentially beneficial to the PAC 12 campaign.

"Upcoming International Low Budget Agreement Negotiations" (Gavel)

## UPCOMING INTERNATIONAL LOW BUDGET AGREEMENT NEGOTIATIONS

Vice President Michael F. Miller, Jr. reported that the International's Low Budget Agreement will expire on December 31, 2013. He noted that under the agreement there are currently about 125 projects per year, each with production budgets of under 12 million dollars, that employ IATSE members in motion picture and television production throughout the United States and Canada.

Vice President Miller reported that negotiations for a successor agreement will begin on Tuesday, November 5th in Los Angeles. Issues of concern for the negotiations include quality of life issues including shorter work days (for safety issues), and the elimination of subcontracting work in connection with the digital technology employed by a number of employers.

It was reported that President Loeb has appointed a bargaining committee for the IATSE and that fifteen companies will participate in the negotiations, with 280 additional companies expected to execute the new Low Budget Agreement upon the conclusion of negotiations.

"Non-League Touring Companies Contract" (Gavel)

## NON-LEAGUE TOURING COMPANIES CONTRACT

Vice President Anthony DePaulo reported that the contract for the Non-Broadway League Companies expired in June 2013 and due to the IATSE Convention in July, negotiations were interrupted. However, as of this date there have been four bargaining sessions held with individuals representing the five employers who make up the non-League companies: Big League, NETworks, Phoenix, Troika and Worklight.

It was noted that there remain some differences between the parties.

The next bargaining session is scheduled to be held on December 6th and President Loeb advised that he will attend negotiating sessions as appropriate.

"Preliminary Report On Expanded Leadership Education Institute" (Gavel)

## PRELIMINARY REPORT ON EXPANDED LEADERSHIP EDUCATION "INSTITUTE"

International Trustee and Education and Training Department Director Patricia White gave a preliminary report to the General Executive Board regarding the development of a union-wide curriculum for IA leaders--an IATSE school for union officers.

The objective of this week-long program is to strengthen IATSE local union officers' skills for effective union leadership. The one-week program will offer Business Agents and Officers from local unions of all sizes and crafts practical tools on union finances, the law, running effective meetings, and working with members among other things. While Leadership Development is the primary focus of this session, all of the Four Pillars including Communications, Activism, and Craft Skills and Safety Training, will be emphasized. Having union leaders most able to execute their duties will reinforce "The Four Pillars" in the service of our core focus – always growing and strengthening the IATSE for the benefit of workers in the entertainment industry.

Discussion about the program and initial recruitment with local union leaders will take place during the Education session at the 2014 mid-Winter General Executive Board meeting. In addition, the staff will be given a more in-depth introduction to the initiative at the 2014 staff trainings in order to be equipped to speak about the program to the Local leaders with whom they work.

"IATSE Canadian Roadshow" (Gavel)

**IATSE CANADIAN ROAD SHOW**

Vice President John Lewis and International Trustee and Education and Training Department Director Patricia White reported to the Board that discussions have been held with President Loeb seeking approval to expand the IATSE Road Show of the Education Department: "Why Unions Still Matter", to Canada.

The recommendation was made to the Board and President Loeb noted that the expenses incurred by this expansion would be borne by the IATSE Canadian Defence Fund.

The General Executive Board approved the recommendation.

"Adjournment" (Gavel)

**ADJOURNMENT**

Upon completion of the business brought before the Board, the meeting was adjourned at approximately 11:20 a.m.

"Report of the General Executive Board Meeting Held at the Westin Riverwalk, San Antonio, Texas, January 13-17, 2014"

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE**
**WESTIN RIVERWALK**
**SAN ANTONIO, TEXAS**
**JANUARY 13 – 17, 2014**

"Call to Order" (Gavel)

**CALL TO ORDER:**

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, convened at 10:00 a.m. on Monday, January 13, 2014 in the Navarro Room of the Westin Riverwalk in San Antonio, Texas.

"Roll Call" (Gavel)

**ROLL CALL:**

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
J. WALTER CAHILL, Second Vice President
THOM DAVIS, Third Vice President
ANTHONY DEPAULO, Fourth Vice President and Co-Director of Stagecraft
DAMIAN PETTI, Fifth Vice President
MICHAEL F. MILLER, JR., Sixth Vice President and Director of Motion Picture and Television Production
JOHN T. BECKMAN, JR., Seventh Vice President
DANIEL E. DI TOLLA, Eighth Vice President and Co-Director of Stagecraft
JOHN R. FORD, Ninth Vice President
JOHN M. LEWIS, Tenth Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eleventh Vice President
WILLIAM E. GEARNS, JR., Twelfth Vice President and Director of Tradeshow and Display Work
PHIL LOCICERO, Thirteenth Vice President

In addition to the members of the Board, those present included General Secretary-Emeritus Michael W. Proscia, International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White, CLC Delegate Kelly Moon, Assistants to the President Deborah A. Reid and Sean McGuire, Director of Communications Emily Tao, Director of Broadcast Sandra England, Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe, Assistant Director of Stagecraft D. Joseph Hartnett, Assistant Director of Education and Training Robyn Cavanagh, International Representatives Ben Adams, Steve Belsky, John Culleeny, Peter DaPrato, Donald Gandolini, Jr., Barny Haines, Scott D. Harbinson, Mark Kiracofe, Peter Marley, Julia Neville and Lyle Trachtenberg, Special Representative Ron Kutak, Assistant to the Editor MaryAnn Kelly, and staff members Alejandra Arzate, Marcia Lewis, Colleen Paul, Krista Hurdon, Buffy Snyder, Margaret LaBombard and James Rainey, Jr.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-

Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin Cty-Santa Rosa-Lake Mendocino-Sonoma--Napa Cty-San Mateo Cty-Palo Alto, CA; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 76, San Antonio, TX; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 353, Port Jervis-Sullivan County, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 488, Pacific Northwest; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 669, Western Canada; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 729, Hollywood, CA; 750, Chicago, IL; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; USA829, United States; 824, Athens, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 18032 ATPAM, New York, NY; B-20, Portland, OR and B-173 Toronto-Hamilton, ON.

"Host Locals" (Gavel)

## HOST LOCALS:

At the opening session of the Board meeting, representatives of Host Locals 76, 484, 600, 700, 796, 800, and USA829 appeared to officially welcome members of the General Executive Board, Official Family, local union representatives and guests to the City of San Antonio and offered to provide their assistance to the Board and all attendees during the week of the meeting.

President Loeb noted that San Antonio is the seventh most populous city in the United States and is a city with great history, including The Alamo and the Pecan Shellers Strike in 1938 when 12,000 workers across the state went on strike led by a young woman. Texas is a crucial battleground for the future. President Loeb stressed the necessity to get members to register to vote and for reasonable immigration legislation.

At the Host Locals breakfast, the IA was honored by the presence of guest speaker Linda Chavez-Thompson, former Executive Vice President of the AFL-CIO and currently vice chair of the Democratic National Committee. Ms. Chavez-Thompson addressed the attendees and stated that San Antonio is a "union-friendly city." She thanked the Locals of San Antonio for their strong political presence and thanked everyone for their contribution to the labor movement, for what they do and how they represent their union members. President Loeb commended Ms. Chavez-Thompson stating that "for her entire life she has not just been for labor, but has been labor herself."

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and hard work, and for a successful meeting in this great city.

"Introductions/Announcements" (Gavel)

## INTRODUCTIONS/ANNOUNCEMENTS:

At the onset of the Board meeting, President Loeb advised the Board and all attendees of the following:

*Joe Hartnett*

Effective November 1, 2013 International Representative Joe Hartnett was promoted to the position of Assistant Director to the Stagecraft Department.

Joe has served as an International Representative since 2009 and most of his time has been spent working in the Stagecraft Department as well as the former Organizing Department.

Joe was a longtime Master Electrician at the Pittsburgh Public Theater and a union steward from 1999 through 2006. He is a member and former Business Agent of Pittsburgh Stage Local 3, and, is also a member of Treasurers and Ticket Sellers Local 862 in Pittsburgh and serves as its President. He is also Co-Chair of the IATSE Young Workers Committee.

Assistant Director Hartnett has demonstrated a

passionate commitment to labor advocacy and he will no doubt make a major contribution to the effectiveness of the Stagecraft Department. He has now relocated to New York and will work closely with Co-Directors Dan Di Tolla and Tony DePaulo in the General Office.

*Vanessa Holtgrewe*

On January 2, 2014, President Loeb promoted International Representative Vanessa Holtgrewe to serve as Assistant Department Director of the Motion Picture and Television Production Department.

Vanessa has extensive experience and attachment to parts of the industry where the IA has placed significant focus and her proven success and strong commitment will bring continued energy to the Department.

Prior to her appointment as an International Representative in 2009, Vanessa was a director of photography and camera operator on documentary features, reality series and competition television shows. Since 2009 Vanessa has organized non-union productions and negotiated contracts for scripted and non-scripted television and Internet projects, as well as feature motion picture agreements.

As Assistant Department Director, Vanessa will report to Vice President and Department Director Michael Miller, and work closely with Assistant Department Director Daniel Mahoney.

*Robyn Cavanagh*

President Loeb also asked the Board to officially welcome Robyn Cavanagh to the IATSE Official Family. Robyn comes from a politically active family in Pennsylvania and has been in the labor movement for over 30 years in many roles, from organizer and political strategist to labor educator.

As of January 1, 2014, Robyn was appointed by President Loeb to serve as the Assistant Director of the Education and Training Department. Robyn had been an instructor with the former National Labor College in Silver Spring, Maryland for many years and over the past four years she has worked as a consultant for the IATSE Education Program, most recently assisting in the creation of a panel on "Activism" at the 2013 Convention in Boston.

Along with her labor background, Robyn's past experience designing and delivering union skills and leadership training tailored to our membership and the Education and Training Department will benefit from her dedication to broadening the programs available for IATSE Locals and members.

As Assistant Director, Robyn will assist in the creation and coordination of leadership programs throughout the U.S. and Canada for IATSE officers and representatives as well as local union leaders.

*General Counsel Dale W. Short*

President Loeb read a letter to the Board, dated December 31, 2013, that he received from Dale Short in which Counsel Short submitted his resignation as IATSE General Counsel. President Loeb advised that the International will maintain Dale's services as Special Counsel and he will remain as counsel for the IATSE on the Motion Picture Industry Pension and Health Plans. He will also continue to work with the International on matters concerning the Defense Fund and will be called upon from time to time for special projects. Dale also continues his practice in providing legal assistance to a number of IATSE local unions.

President Loeb noted that Dale Short has been a member of the IATSE since 1969 and expressed his profound appreciation for Dale's friendship and for his dedication as General Counsel on behalf of the entire membership of the IATSE for the past five years.

President Loeb advised the Board that the International's legal department is now comprised of In-House Counsel Samantha Dulaney, West Coast Counsel James Varga, and Canadian Counsel Ernie Schirru. He further advised that a full evaluation of the Alliance will be conducted over a period of time to determine the type of legal support required. The Board will be updated upon conclusion of such evaluation.

The General Executive Board and all in attendance at the meeting rose in a standing ovation as a demonstration of their appreciation for Dale Short's commitment and service to the IATSE.

*ICAP and IA Safety Committee*

President Loeb provided the Board an update and advised that the leadership of the IA's Craft Advancement Program is comprised of a 6-member committee. Currently serving on the Committee are Brothers Paul Dean, Jr. of Local One, Eddie Raymond of Local 16, James Utterback of Local 22, Kent Jorgensen of Local 80, Joseph Aldridge of Local 720 and Alan Rowe of Local 728.

The new Chair of the ICAP Committee is Alan Rowe of Studio Electricians Local 728 in Hollywood and serves as the Local's Safety Coordinator. He has been a member of the IA since 1993.

President Loeb thanked former Committee

member Willie Walters of Local One. Brother Walters served on the ICAP Committee since it was established in 2010.

President Loeb also expressed his deep appreciation to Kent Jorgensen for his dedication to ICAP, and noted that Kent will maintain his responsibilities as Chair of the IATSE Safety Committee.

"General Executive Board Meeting Minutes, Boston, Massachusetts, July 15-19, 2013; New York, New York, November 2nd, 2013" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES Boston, MA, July 15 – 19, 2013 New York, NY, November 2, 2013:

At the onset of the meeting, President Loeb called upon the General Executive Board to approve the minutes from the regular Mid-Summer Board meeting held the week of July 15-19, 2013 at the Sheraton Boston, in Boston, Massachusetts, and the minutes from the Special Board meeting held at the General Office in New York on November 2, 2013.

The Board voted unanimously to approve the minutes from both meetings.

"Report of the General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER:

*General Office Open House*

On November 2, 2013, the International hosted an Open House of the new General Office in New York. Although the International moved into its new home at the end of March 2013, the preparations for the 67th Quadrennial Convention did not allow the event to be held closer to the move in date.

There were over 200 guests from local unions, vendors and related organizations and friends that came to the Open House and all who attended were impressed with the new office.

Although the purchase of real estate to house the General Office took 119 years, when it finally occurred it was very timely. Real estate agents have advised the International that since the purchase of the property in June of 2012, the recent explosive growth in value of the Manhattan real estate market means that the present value of the General Office has increased significantly. Rental rates in Manhattan have also increased dramatically which will allow the International to obtain substantially increased rental revenue from its three tenants when their leases expire in the spring of 2014.

*New Auditors*

Soon after the conclusion of the 67th Quadrennial Convention, the long-time auditor for the International, John Baldante of the firm PKF O'Connor Davies advised President Loeb and General Secretary-Treasurer Wood of his intention to retire at the end of 2013.

While the option was made available to continue with the same firm and have a new partner manage the account, President Loeb and General Secretary-Treasurer Wood determined that it would be prudent to consider other firms.

The accounting firm of Schultheis & Panettieri have been the auditors at the National Benefit Funds since 2006 and have done special project work for the International as well as assisted many local unions with various issues over the years. The firm was founded in 1927 and specializes in labor organizations and fringe benefit funds. They currently serve over 60 labor organizations and 150 Multi-Employer Fringe Benefit Plans and have 11 partners, 74 professional staff and 28 support staff working out of offices in Manhattan and Long Island.

President Loeb and General Secretary-Treasurer Wood met with senior partner James Heinzman to discuss the requirements of the International. The firm spent time evaluating the accounting systems of the International in order to determine the scope of their engagement and presented a proposal that was thorough and economically competitive with the previous auditor. After careful consideration, President Loeb and General Secretary-Treasurer Wood agreed that a change in auditors would be appropriate and that Schultheis & Panettieri would be engaged commencing with the year ending April 30, 2014 audit.

*68th Quadrennial Convention*

During the Special General Executive Board meeting held at the General Office on November 2, 2013 the site of the next International Convention was discussed and the Board approved the selection of the Diplomat Hotel in Hollywood, Florida.

Since that meeting, a contract has been negotiated with the hotel that includes not only the Convention, which will be held during the week July

17-21, 2017, but also the 2016 Mid-Winter General Executive Board meeting, which will be held the week of January 11-15, 2016. The room rate for both events is contracted at $199.00 (single/double) per night.

*A.C.T. Member Credit Card Dues Payments*

Because A.C.T. members travel under pink contracts and often are not home for months at a time, the Stagecraft Department requested that the International investigate the possibility of introducing a program to allow A.C.T. members to pay their annual dues by credit card either by telephone or by submitting a pre-authorized form.

In early December of each year, the Finance Department sends a letter advising all A.C.T. members of their financial obligations for the following year as well as other general information. In December 2013, this letter included information about the newly introduced option to pay dues via a credit card.

The program has been extremely well received and very effective at increasing the amount of members in good standing at the commencement of the year. As of January 10, 2013, the International had 548 A.C.T. members and only 253 (46%) had paid their annual dues. As of January 10, 2014, the International had 578 A.C.T. members and 318 (55%) have paid their annual dues and the method of payment has included 167 (55%) members who have done so by credit card.

*Local Union 2014 Supplies*

The process of sending the 2014 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2013 and purchased the necessary amount of per capita stamps for 2013.

As of the commencement of this General Executive Board meeting, all but 46 of our 376 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2014 supplies and membership cards.

Included with the supplies this year were updated booklets for Advice To Trial Boards, Local Union Secretary and Treasurer Handbook and Sample Constitution and Bylaws for Local Unions as well as a new IATSE Retirement Status information sheet.

Local unions that have not received their 2014 supplies should contact the General Office to determine which issues need to be resolved.

*Member Address Program*

In accordance with the 67th Quadrennial Convention action to amend the International Constitution and Bylaws, Article Nineteen, Section 28, the Finance Department has begun working with local unions to ensure that the database of the International is consistent with the information maintained by local unions in terms of member contact information.

To that end, local unions must submit on a quarterly basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to process this information in a timely basis for the 376 local unions of the Alliance, the Finance Department is encouraging Locals to submit the information in electronic format.

All local unions were sent a reminder notice in November of 2013 that such information was required to be submitted as of January 1, 2014 and at the commencement of each quarter thereafter. The Finance Department will be working with all local unions to ensure that they remain in compliance with the International Constitution and Bylaws.

*New Membership Application*

The delegates to the 67th Quadrennial Convention approved a change to the International Constitution and Bylaws that removed the membership application form from that document. The purpose of the amendment was to allow the Finance Department to design a new membership application that would be simpler for the applicant and be more compatible with the scanning program that is presently used by the International.

The convention action required General Executive Board approval of any membership application form and during the special meeting of the General Executive Board held on November 2, 2013, General Secretary-Treasurer Wood presented a new membership application to the Board and that application was approved.

All local unions have been sent a supply of the new membership applications. There is now only one membership application for both Canadian and U.S. members as well as Special Department members and the Pledge is included as part of the application instead of being a separate document. The new application form has also been translated into both French and Spanish and distributed to those relevant local unions.

It is anticipated that this new streamlined document will be easier for new members to complete

and will ultimately allow the International to introduce a program that will allow local unions to submit scanned copies of the membership application.

*Information Technology*

As was previously reported, local unions must now submit member information to the International on a quarterly basis. It is expected that most local unions will do so in an electronic format and in order to be more efficient, the database of the International was updated to allow such electronic information to automatically update the files of the International, thus eliminating the need for the manual transfer of information.

The increased use of Apple products by our local unions has been causing an inconvenience for some local union Secretaries because the ability to update member records was originally designed to work only with Internet Explorer. Design changes have been implemented and now the system works with both Apple's Safari browser as well as the latest edition of Internet Explorer.

The email addresses for employees of the International have been unnecessarily long and complicated because of a previous registration of a simpler option by an individual. At the conclusion of this General Executive Board meeting a new email address will be introduced for all International Officers, Representatives and staff that will be much more concise.

*In other Finance Department News,*

1) The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2013, royalty payments totaling $175,103.28 were received.

2) The International continues to charge fees for consultation responses for INS Visas. During 2013, just over $700,000 in fees were collected.

3) During each convention, a photograph is taken of the entire hall with all delegates in attendance. As has been the practice for the past few conventions, that 24" by 8" wide angle photograph is available for purchase by local unions and members for $25 which includes shipping. A small version of the actual photograph can be found on the inside cover of the most recent *Official Bulletin*.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES:

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees for the period of May 1, 2013 through September 30, 2013 to the General Executive Board.

Trustee White reported that the Trustees met in the General Office in New York City on November 4-6, 2013 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their hard work and attention to detail.

"Appeal of Richard Cohen v. Local No. One, New York, New York" (Gavel)

## APPEAL of RICHARD COHEN V. LOCAL NO. ONE, NEW YORK, NY:

The General Executive Board considered an appeal from Brother Richard Cohen, member of Local One, who appealed the decision of the International President concerning the recent election of officers in Local One.

After a thorough review of the entire file on Brother Cohen's appeal including relevant correspondence, facts and submissions, the General Executive Board voted unanimously to uphold the decision of the International President, thereby denying Brother Cohen's appeal.

President Loeb did not participate in the deliberations and did not vote.

"Appeal of Joseph Kehoe v. Local No. 21, Newark-Middlesex-Mercer-Ocean and Union Counties/Asbury Park/Long Branch, New Jersey" (Gavel)

## APPEAL of JOSEPH KEHOE V. LOCAL NO. 21, NEWARK-MIDDLESEX-MERCER-OCEAN AND UNION COUNTIES/ASBURY PARK/ LONG BRANCH, NJ:

Local 21 member, Joseph Kehoe, appealed to the General Executive Board from a decision of the International President dated July 1, 2013.

On or about October 25, 2012, Brother Kehoe filed charges against Brother Kevin Pfeifer for "assault, terroristic threats, harassment, gross negligence, gross misconduct, and conduct unbecoming a member." The assault and conduct unbecoming charges allege violations of the Local's Bylaws, Sections 8 and 16, while the other charges either involve criminal or civil violations. Kehoe alleged that on or about September 28, 2012, Pfeifer operated a forklift in an unsafe and careless manner at

First Energy Park. Kehoe reported Pfeifer's unsafe conduct to Local 21 Business Agent Stan Gutowski who intervened and had Pfeifer removed from the forklift. In addition, Kehoe documented Pfeifer's alleged unsafe behavior by taking pictures with Kehoe's camera phone and posting them on Facebook. Kehoe attempted to point out to Pfeifer his careless operation of a forklift, which led to Pfeifer cursing Kehoe and in words or substance asking Kehoe to leave him alone. Although he had reported the incident to Gutowski, Kehoe approached Pfeifer later in the day about the forklift incident. Pfeifer and Kehoe got into a verbal altercation.

Local 21 summoned both Kehoe and Pfeifer to a meeting before its Executive Board on October 12, 2012 in an effort to resolve the dispute. Despite the Local's efforts, the matter could not be resolved. On or about December 12, 2012, Pfeifer filed charges against Brother Kehoe for conduct unbecoming a member, harassment, defamation of character and slander.

The Local conducted a hearing and both Kehoe and Pfeifer were afforded an opportunity to call witnesses in their defense/to support the dueling charges. The Local's legal counsel sat in on the trial in an advisory role to ensure that the trial body followed the International and Local's Constitutions and Bylaws and the Advice to Local's in the Conduct of Trials manual.

After hearing all the testimony regarding both charges, the trial body recommended guilty verdicts and fines against Pfeifer and Kehoe. The facts established that Kehoe and Pfeifer while at their job at First Energy Park had engaged in an intense argument—that nearly became physical. Thus, both Kehoe and Pfeifer had engaged in conduct unbecoming a member that is expressly barred by the International and Local Constitutions and Bylaws.

The trial body fined Pfeifer $1,000 (of which $250 was paid with the balance held in abeyance) and suspended him for six (6) months because he admitted to threatening Kehoe. The Local fined Kehoe $500 of which $250 was held in abeyance. Kehoe appealed the guilty verdict and fine to the International President.

The International President found that Kehoe's right to report unsafe conditions is protected and guaranteed under OSHA. Moreover, no one prevented Kehoe from reporting what he deemed to be unsafe working conditions to the steward, employer, or the Local. In fact, Kehoe reported his safety complaint about Pfeifer to Stan Gutowski, the Local's Business Agent. Because of Kehoe's complaint, Pfeifer was removed from the forklift.

The International President also dismissed Kehoe's claim that the charges filed by Pfeifer were not timely, because Kehoe's Facebook pictures and comments remained posted until at least the day Pfeifer filed charges as against Kehoe on December 12, 2012. Thus, since the harassment continued each day that the pictures and comments remained posted, the charges were timely pursuant to Article Sixteen, Section 6 of the International Constitution.

The International President determined that the Local's counsel did not in any way interfere or act improperly during the trial. He also found that it is not out of the ordinary for some local unions to request that their attorneys attend hearings in order to protect the due process rights of the accused and to ensure that the Trial Board proceeds in compliance with the Unions' constitutions and trial board advice manual. Thus, he dismissed this claim.

Kehoe appealed to the General Executive Board alleging the following:

- President Loeb made factual errors in his decision and that he did not understand Kehoe's argument concerning the appropriate statute of limitations regarding Pfeifer's charges.

- The Local denied him (Kehoe) due process because, among other things, it did not allow him to call Pfeifer as a witness.

- The Local improperly permitted its attorney to make evidentiary rulings.

- The charges filed by Pfeifer were time-barred because they were filed in mid-December 2012, more than seventy-five (75) days after the date of the incident on September 28, 2012.

The General Executive Board reviewed Kehoe's appeal. The International President recused himself and did not participate in the Board's deliberations or decision. The Board affirmed the decision of the International President noting specifically that Kehoe's right to report unsafe conditions is protected by federal law and that his safety concerns about Pfeifer's operation of a forklift were resolved quickly. The Board found no merit to Kehoe's claim that Pfeifer's charges against him were untimely.

The Board dismissed Kehoe's claims regarding procedural due process finding that Pfeifer could not be compelled to testify (or to even attend the hearing; e.g. Article Sixteen, Section 11). It also found that the Local's counsel's attendance at the trial was not

improper because he was there to ensure that the trial was held in accordance with the International and Local's Constitutions and Bylaws and to ensure that Kehoe's and Pfeifer's due process rights were protected.

The Board denied Kehoe's appeal.

President Loeb did not participate in the deliberations and did not vote.

"Appeal of Rose Marie Thomas v. Local No. 471, Ottawa, Ontario" (Gavel)

**APPEAL of ROSE MARIE THOMAS V. LOCAL NO. 471, OTTAWA, ON:**

The General Executive Board considered the appeal of Rose Marie Thomas dated November 29, 2013, in which she appealed the decision of the International President dated October 24, 2013. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Sister Thomas's appeal and resolved to communicate this decision to her in writing in accordance with the advice of legal counsel.

President Loeb did not participate in the deliberations and did not vote.

"Appeal of Rose Marie Thomas v. Local No. 822, Toronto, Ontario" (Gavel)

**APPEAL of ROSE MARIE THOMAS v. LOCAL NO. 822, TORONTO, ON:**

The General Executive Board considered Sister Thomas' purported December 11, 2013 appeal. After reviewing the correspondence, facts and submissions, the General Executive Board unanimously denied the purported appeal and resolved to communicate this decision to Sister Thomas in writing in accordance with the advice of legal counsel.

President Loeb did not participate in the deliberations and did not vote.

"Local No. 18032-ATPAM, Re: The Broadway League Contract" (Gavel)

**LOCAL NO. 18032 – ATPAM**
**Re: The Broadway League Contract:**

ATPAM President Nick Kaledin and Vice President Penelope Dalton appeared before the Board to report on the Local's recently concluded negotiations with The Broadway League/Disney Theatrical Productions. Overall, a strong agreement was achieved with significant wage increases as well as employer contributions to the worker's annuity accounts.

While the Local faced challenges at the bargaining table, the negotiations were helped along greatly by the pending merger of ATPAM's health fund into the IATSE National Health Fund Plan C.

The representatives extended the Local's appreciation to President Loeb for supporting the fund merger. President Loeb remarked that the Local's success in pursuing a successor agreement was a positive achievement. He commented that the Local would always get the help of the International.

"Local No. One, New York, New York, Re: Carnegie Hall, and, CBS, Inc. Lighting Designers/Lighting Directors"

**LOCAL NO. ONE, NEW YORK, NY**
**Re: Carnegie Hall, and, CBS, Inc. Lighting Designers/Lighting Directors:**

Local One President James J. Claffey, Jr., Legitimate Theatre Business Manager Kevin McGarty, Television Business Manager Robert C. Nimmo, and Financial Secretary Anthony Manno appeared to give the Board a follow-up to the Local's negotiations with Carnegie Hall and to report on the contract talks with CBS, Inc. for Lighting Designers/Lighting Directors.

At the Board's meeting preceding the 67th Convention in Boston, the Local reported on the protracted, difficult negotiations with Carnegie Hall, which stalled over work jurisdiction in the Hall's so-called educational spaces on floors 7 through 12. The Carnegie Hall season is from Labor Day to July 4th. The Local's collective bargaining agreement expired in 2012. President Loeb was contacted by the Local in the Spring of 2013 at which time he granted the Local strike authority. The season ended on July 4, 2013 and the parties were still at a stalemate over jurisdiction. Although the parties resumed their negotiations after the Convention and through the fall, in early October 2013, the talks completely broke down, resulting in a three-day strike from October 2-4, 2013. President Loeb and Vice President Anthony DePaulo participated in the negotiations from September 27, 2013 along with the Local One bargaining committee comprised of Local President Claffey, Business Managers McGarty and Paul Dean, Jr., and legal counsel Elizabeth Orfan. After marathon bargaining sessions from September 27-October 4, 2013, the parties reached agreement on a new, four-year contract that includes not only jurisdiction in the banquet and educational spaces on

the Hall's upper floors but also improvements in wages, benefits and working conditions. The Local stressed that it did not want to strike and did everything it could to avert a job action. However, its fight was for the preservation of its work jurisdiction.

The Local expressed its great appreciation to President Loeb, General Secretary-Treasurer Wood, Vice Presidents DePaulo, Michael Barnes, Daniel Di Tolla, and John Ford, as well as members of the International's staff and representatives from every IATSE local union in New York City who buoyed the Local by walking the picket line, buying food and beverages for the picketers, and other gestures of support. They also thanked Counsel Orfan for her tenacity and stalwart representation.

President Loeb remarked that the International is behind all of its local unions and will always be present in a fight like that between Local One and Carnegie Hall. He congratulated the Local for fighting to preserve its jurisdiction and for securing work for years to come for those under its collective bargaining agreements.

Local One Television Business Manager Nimmo reported on the successful completion of the Local's collective bargaining with CBS, Inc. for Lighting Designers/Lighting Directors. There are four (4) staff LDs at CBS. The contract expired on December 31, 2012, with the first bargaining session taking place in May 2013. The Company's proposals were onerous with implications beyond the bargaining unit. After becoming aware of the Local's negotiations with CBS, Inc., President Loeb intervened which resulted in the stalled talks resuming and the parties reaching a deal in relatively short order, which included wage increases as well as signing bonuses.

The Local thanked President Loeb for his unsolicited involvement, which has inured to the benefit of the Lighting Designers/Directors at CBS. President Loeb remarked that anytime he can help, that is what he will do. He congratulated the Local on successfully concluding its prolonged negotiations with Carnegie Hall and CBS, Inc.

PRESIDENT LOEB: Microphone No. 2.

DELEGATE KEVIN McGARTY, Local No. One: Mr. Chairman, President Loeb, Kevin McGarty, Local No. One, the mother Local. I would just like to take a moment to thank the International President and the support of all the host Locals in New York in regards to our Carnegie Hall strife and our strike, and we prevailed. Once again, with the solidarity of all we were successful in our negotiation at Carnegie Hall. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you.

I don't want to sound like my father, but when you leave, turn off the lights.

*(Laughter)*

Thank you. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Local No. 868, Washington, D.C., Negotiations with the National Theatre and Hippodrome"

**LOCAL NO. 868, WASHINGTON, DC**
**Re: Negotiations with the National Theatre and Hippodrome:**

Anita Wilkinson, Business Agent, and Anne Vantine, Secretary of Local 868 made an appearance on behalf of the Local before the General Executive Board to report on negotiations covering the Box Office employees working at the France-Merrick Performing Arts Center in Baltimore, Maryland and were joined by Vice President Walter Cahill. At the request of the local union, President Loeb had assigned Vice President Cahill to assist the Local in the negotiations.

It was reported that the current employer, Theatre Management Group – Hippodrome, LLC, which does business as the Performing Arts Center, took over the theatre approximately ten years ago. At that time, the new owner wanted concessions in wages and the certain elimination of positions. A strike ensued and the theatre was shut down. Ultimately, the Union obtained a successful ending to the strike, and it was reported that two members impacted by that strike are still working at the venue as the Head Treasurer and 1st Assistant in the Box Office. The current staffing at the Theatre includes four full-time positions and six part-time positions.

The report focused on the recently concluded negotiations for a new five-year contract. Going into negotiations, the goal was to concentrate on improving the economic conditions. A primary issue grew from the rising costs of health insurance. Ultimately, it was agreed that covered employees would be moved into the IATSE National Benefit Fund, and the employer would continue to provide the coverage. Part-time employees elected to maintain the parking benefits. Wage increases

were negotiated for each year of the contract.

The collective bargaining agreement was unanimously ratified by the membership. The report concluded with an expression of gratitude from the Local for the assistance provided by the International. President Loeb pointed out that the International is ready to step in to assist small Locals and small bargaining units, and employers will realize that a fight against the IATSE is more than just picking on a small group of employees. A perfect example is the fight ten years earlier when the IA and the Baltimore area IA Locals, along with sister union Actors' Equity, all supported Local 868's strike efforts. President Loeb commended the Local on their good work for their membership.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE ANITA WILKINSON, Local 868: Mr. President, Anita Wilkinson, Local 868. On behalf of my members, we wish to say thank you for appointing at the time Vice President Cahill to both of these negotiations. He assisted us through some rough bumps in both and happy to report that we had unanimous ratification on both contracts.

*(Applause)*

PRESIDENT LOEB: Great. Congratulations. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Local No. 59, Jersey City, New Jersey, Celebration of General Secretary-Treasurer Emeritus Michael W. Proscia" (Gavel)

**LOCAL NO. 59, JERSEY CITY, NJ**
**Re: Celebration of General Secretary-Treasurer Emeritus Michael W. Proscia:**

Brothers Greg Hancox, President, and Richard Hancox III, Business Agent of Local 59, appeared before the Board along with Brothers Mike Stas, President, and Stan Gutowski, Business Agent of Local 21, and Charles Cox, Business Manager of Local 536, to report that representatives and members of Locals One, 8, 21, 52, 536, 632 and 917 joined together at Local 59's annual holiday party in December 2013 at which special tribute was paid to General Secretary-Treasurer Emeritus Michael W. Proscia. The event was also attended by President Loeb, General Secretary-Treasurer Wood and Vice President DePaulo.

Brother Proscia has been a member of the IATSE since 1957, holding membership in New York Locals One and 52. He also holds membership in Studio Mechanics Local 477 covering the State of Florida, a local union he was instrumental in chartering under the IATSE umbrella in 1986 and which he has assisted on numerous occasions. It was noted that in appreciation for his guidance over the years, Local 477 established a scholarship in the name of Michael W. Proscia.

President Loeb thanked the Locals for their appearance and noted that this was most fitting for someone who has been a member of the IATSE for over half a century and has consistently demonstrated his loyalty and dedication to the International and to the entire membership.

At the conclusion of the appearance, all in attendance at the meeting rose in a standing ovation for Brother Proscia.

"Local No. 798, New York, New York, Regarding Negotiations with National Theatre, Washington, D.C.; Disney"

**LOCAL NO. 798, NEW YORK, NY**
**Re: Negotiations with National Theater, Washington, DC; Disney:**

Local 798 President Todd Kleitsch and Theatrical Business Representative Dan Dashman as well as Vice Presidents J. Walter Cahill and Anthony DePaulo appeared before the Board to report on the Local's negotiations with the National Theatre in Washington, D.C. and The Broadway League/Disney Theatricals in New York.

Vice President Cahill was assigned to assist the Local with its National Theatre agreement and Vice President DePaulo assisted with the Broadway negotiations.

Brothers Kleitsch and Dashman reported that the Local achieved progressive results in these agreements. In addition to improvements in wages, benefits and working conditions, the Local achieved increased jurisdiction in its League/Disney agreements. The Local was also able to negotiate a contribution to the IATSE Entertainment and Exhibition Industries Training Trust Fund, increased vacation contributions, the ability for members to participate in the IATSE National Annuity Fund, improved meal period language as well as increases in wages and benefits.

In its negotiations with the National Theatre, the Local greatly improved the contract language of its grievance and arbitration procedure, achieved

a contribution to the Training Trust and attained significant improvements in wages, benefits, and kit fees. The gains made by the Local at the National Theatre are particularly important because the Theatre had changed management since the Local last negotiated an agreement.

The Local expressed its gratitude to President Loeb and Vice Presidents Cahill and DePaulo for their guidance and leadership at the bargaining table and in strategic and tactical sessions planning for the negotiations.

President Loeb congratulated the Local on both of these agreements. He especially noted the coverage of hair designers, assistants and associates in The Broadway League/Disney contracts.

PRESIDENT LOEB: Microphone 11.

DELEGATE DANIEL DASHMAN, Local 798: Mr. President, Daniel Dashman, Local 798.

Local 798 would like to thank you for your assistance in both the negotiations for the National Theatre. It was a new management organization and you appointed now retired Vice President Walter Cahill to assist us. We have since not only had that contract come through, but we have renegotiated and been able to give the notes of our renegotiation to Walter Cahill to assist the other Locals.

I would also at the same time like, because they were both in that report, like to thank you for your own personal assistance and with the assistance of then Vice President Anthony DePaulo in our very, very acrimonious negotiations with the Broadway League and Disney. We're coming up on them again this summer. Thank you, sir.

*(Applause)*

PRESIDENT LOEB: Thank you, Dan. If you need help, ask for it and you will get it. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Local No. 481, New England Area, Re: Safety and Craft Training" (Gavel)

**LOCAL NO. 481, NEW ENGLAND AREA**
**Re: Safety and Craft Training:**

Brothers John Gates, President and Chris O'Donnell, Business Manager of Local 481, appeared before the General Executive Board. They reported on the developments and activities of the Local 481 Safety and Training Committee. It was noted that the Local's Safety and Training Program is designed by and for people who work in the entertainment industry. The courses are designed to promote career advancement, safety awareness, skills development, certifications and cross-department collaboration.

The report described the origins of Studio Mechanics Local 481, and that it was chartered in 1989. The Local saw a dramatic growth in membership between 2007 and the present, increasing its membership from 350 to now over 800 members. In the beginning, the courses offered to members centered generally on the Grip, Electric and Construction crafts including classes in aerial work, and toward becoming a certified platform operator and authorized riggers. By 2009, the Safety and Training Program had grown to the point where the Local's Executive Board approved the hiring of a part-time Training Coordinator.

Gregg McCutcheon is now the full-time Director of Training. Since he began in 2009, when only five courses were scheduled, each year has witnessed an increase in the number of courses offered in the Program. The calendar for 2014 includes nearly 50 courses. Courses are scheduled based on needs assessments with input from the Craft Representatives, the Business Manager, Field Representative, and Safety and Training Committee, and evaluations from former attendees. The curriculum reaches all 13 crafts represented by the Local. All attendance and participation is voluntary on the part of the members.

The report emphasized that the training program is designed to fulfill six areas of defined goals of the Local: (1) Building a culture of safety, safe practices, and hazard recognition; (2) Protecting and expanding jurisdiction; (3) Improving basic craft skills; (4) Building advanced craft skills and technical knowledge; (5) Acquiring certifications and Completion Cards; and, (6) Providing health, financial, and legal information and assistance. Courses are offered to support these aims.

One element of the Program is to train Local 481 members to become Trainers. Members are enrolled in various courses throughout the country to learn the skill of presenting a course as a Trainer. As a result, 60% of the classes offered through the Safety and Training Program are taught by Local 481 members. To support the work of the Committee the Local commits nearly 20% of its annual budget to safety and skills training for the members. In addition, the Local has secured several workforce training grants from the Massachusetts Workforce Training Fund

and the State Division of Industrial Accidents. Finally, support funding was provided through the IATSE Entertainment and Exhibition Industries Training Trust Fund.

President Loeb acknowledged the fine work of the Local to put together a first-class safety and training program. He stated that Local 481 has set a clear path to helping its membership, in their careers and their lives. Local 481 plays an important role in maintaining the highest standards of skills of IA members. Also noted were the Local's job steward training classes and the expansion of organizing. Concluding his comments, President Loeb commended the Local for doing a great job for its membership and presenting a model for other Locals in the Alliance.

"IATSE Entertainment and Exhibitions Industries Training Trust Fund" (Gavel)

**IATSE ENTERTAINMENT AND EXHIBITION INDUSTRIES TRAINING TRUST FUND:**

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund, made an appearance before the General Executive Board on behalf of the IA Training Trust. Joining her were Participant Trustees Julia Neville, James G. Varga and Patricia White, and Alternate Participant Trustee Peter J. Marley. The report given included the program calendar for 2014, and an analysis of the survey results garnered at the International's 67th Quadrennial Convention in Boston last summer. The data derived from the survey serves as a basis for structuring the Training Trust's program activities.

It was reported that at the end of 2013 there were more than 900 employer signatories to the Training Trust. Since its inception on June 22, 2011, more than 1050 members have participated in various training courses. Further, beginning January 1, 2014, it was announced that Daneen Rackie has been hired by the Training Trust as the Administrative and Financial Coordinator.

For 2014 the Training Trust has planned a series of OSHA safety courses at numerous locations throughout the Alliance. This ten hour course will enable members to obtain their OSHA Safety Certificates. The course has been specifically designed for the benefit of IATSE members in all crafts and classifications. These classes are fully supported by the Training Trust. The first two classes are scheduled for Charlotte, NC and Austin, TX. Future classes and dates will be posted on the IA Training Trust section of the IATSE website.

It was reported that the Training Trust will continue to support local unions engaged in training their members. Local unions are encouraged to contact the Training Trust to find out more about how to request funding support. In addition, the Training Trust will continue its reimbursement program for members who pass either the ETCP or the CTS certification examinations.

The report included an extensive analysis of the survey results. It was noted that an in depth discussion of the survey results, and other Training Trust activities may be found in the 2013 4th Quarter Bulletin. Finally, it was noted that the new IATSE Entertainment and Exhibition Industries Training Trust Fund website has been launched and may be accessed at IATSETrainingTrust.org.

"AFL-CIO" (Gavel)

**AFL-CIO:**

AFL-CIO Political Director Michael Podhorzer and AFL-CIO Campaigns Department Director David Boundy made a presentation relating to the organization's efforts heading into the upcoming 2014 midterm elections.

Podhorzer provided an analytics overview relevant to the upcoming elections. He explained that the current political landscape is comparable to the political landscape in 2010 when organized labor saw many electoral disappointments that have since translated into attacks on organized labor and the working class. According to Podhorzer, Americans still have a general distrust of all candidates and general hostility towards politics. In 2010, voter turn-out statistics showed a significant demobilization of the working class. Podhorzer explained that this demobilization was, in part, the result of the conservative right's well-funded and planned strategies. Podhorzer stated that the AFL-CIO is trying to position itself to recapture these electoral seats with focus and strategy. By framing the election to focus on core economic issues important to the working class – like income inequality - democrats may be able to realize success much in the same way that Marty Walsh's mayoral campaign enjoyed success recently in Boston. The AFL-CIO is focusing its resources on House and Senate electoral races in key states like Ohio, Wisconsin, Florida, Maine and Pennsylvania.

Boundy went on to provide specifics of the AFL-CIO's campaign strategies for the upcoming midterm elections. He explained that the AFL-CIO will be supporting campaigns and candidates that support worker friendly policy initiatives. It will commit resources so as to focus the debate on income inequality

and to mobilize working class voters. The AFL-CIO hopes to achieve this by forging relationships with community allies that share like-minded goals, such as immigration reform interest groups.

Boundy went on to explain that the AFL-CIO is also in the process of hiring professional staff that can coordinate political initiatives, formulate professional planning strategies for success and implement an integrated communication strategy to get its message out to all working class people. The AFL-CIO is also committed to adopting financial transparency, internal accountability and assessment policies to ensure it is able to deliver on its goals. The AFL-CIO's campaign goal is to influence politics and legislation which, in turn, will assist its affiliates and all working class people at the bargaining table.

President Loeb thanked Podhorzer and Boundy for their presentation. President Loeb confirmed that, as an AFL-CIO affiliate, the IA will provide any assistance it can to assist the AFL-CIO with its campaign initiatives.

"AFL-CIO Convention" (Gavel)

**AFL-CIO CONVENTION:**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael J. Barnes, J. Walter Cahill, Thom Davis, Michael F. Miller, Jr., Communications Director Emily Tao and Assistant to the President Deborah A. Reid reported to the Board on the recent AFL-CIO Convention.

The AFL-CIO's 27th Quadrennial Convention was held in Los Angeles, California, September 8-11, 2013 and its theme was DREAM, ACT, INNOVATE. A delegation from the IATSE was comprised of General Secretary-Treasurer James B. Wood, International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis and Michael F. Miller, Jr., Communications Director Emily Tao and Assistant to the President Deborah Reid. As a member of the AFL-CIO Executive Council, President Loeb also served as an ex-officio delegate. In addition, President Loeb assigned Alternate Delegates including International Representatives Steve Aredas, Ron Garcia, Vanessa Holtgrewe, Peter Marley and Lyle Trachtenberg, Bruce Doering of Local 600, and Scott Roth of Local 800. Also in attendance were IA local union representatives who hold positions with their respective State Federations or Central Labor bodies and included Brothers Jon Hendry of Local 480 (President of the New Mexico State Fed), Jason Rosin of Local 491 (President of the Southeastern Central Labor Council, North Carolina), and Andrew Oyaas of Local 491 (Treasurer of the Western North Carolina Central Labor Council).

There were a total of 544 delegates and 233 alternates, as well as a total of 1,126 guests in attendance at the Convention. It was noted that prior to the Convention, the UFCW rejoined the AFL-CIO, and in 2011 the National Taxi Workers Alliance affiliated with the AFL-CIO, and both organizations were represented by delegates in attendance. The Federation also entered partnerships with the National Guestworkers Alliance and the National Domestic Workers Alliance. The total number of affiliates under the AFL-CIO umbrella is now 57.

Guest speakers at the Convention included: Senator Elizabeth Warren (D-MA), United States Secretary of Labor Tom Perez, Nobel Prize-winning economist Joseph Stiglitz, and others. In addition, President Obama had planned to speak at the Convention, however, the grave situation regarding Syria prevented him from personally attending and he instead addressed the delegates via a video message.

In his keynote address to the Convention, President Richard Trumka focused on the current status of labor unions, the challenges we face, and what we need to do to rebuild the labor movement and protect workers throughout the country. He noted that this Convention would make decisions and focus on:

- Changing the labor movement to speak for working people now and in the future through growth, innovation and political action;

- Creating a voice and prosperity for all in the global economy; and

- Building genuine, durable community partnerships and effective grassroots power.

As never before, this Convention would bring labor and our community allies together to build a new path forward into the future for America's working families.

A total of 54 Resolutions that covered a wide range of issues from organizing, immigration, young workers, social security, and healthcare were acted on by the Convention. Of particular note was a Resolution entitled: "Solidarity, Effectiveness and Accountability at the Grassroots: State Federations, Central Labor Councils and Affiliates". The overall goal of this

Resolution is to strengthen the effectiveness of state and local organizations and to ensure that affiliates and federation bodies have shared responsibilities and mutual accountability.

Among the Constitutional amendments approved at the Convention was one to expand the Executive Council from 51 to 55 which included the additional affiliates and a seat for Young Workers.

During the course of the Convention, the AFL-CIO also held a total of 48 Action Sessions. These sessions were facilitated workshops, panels, forums and roundtables where union members and solidarity partners shared information, best practices, strategies and action plans – on topics ranging from art in activism to the global economy and large-scale organizing. The IATSE delegation all participated in a number of these sessions and as part of another report at this Board meeting, Communications Director Emily Tao detailed her extensive involvement with the Young Workers group at the AFL-CIO Convention.

AFL-CIO Executive Vice President Arlene Holt Baker officially announced her retirement after serving at the AFL-CIO for 18 years. A special tribute to Vice President Holt Baker was presented during the Convention.

Filling the vacancy created by Arlene's retirement is Tefere Gebre, Executiv e Director of the Orange County Labor Federation and an Ethiopian immigrant. President Trumka, Secretary-Treasurer Elizabeth Shuler and Vice President Gebre were elected by acclimation, and the entire slate of officers who make up the Executive Council, including President Loeb, were also elected and continue to serve as Vice Presidents of the AFL-CIO.

It was noted that during the Convention, Sister Betty Madden, a retired member of IATSE Costume Designers Local 892 was present and was publicly recognized by President Trumka for her role as a labor activist. Calling on the labor movement to "Finish the job! Make healthcare a human right!," Betty was among activists from the Labor Campaign for Single Payer, Labor United for Universal Healthcare and the Campaign for Healthy California who attended the Convention. They distributed copies of an open letter to the AFL-CIO that was signed by over 600 union leaders and activists including a number of IATSE members.

It was clear that over the past four years, the AFL-CIO leadership has taken a long, hard look at past practices and programs that have been employed by the national AFL-CIO, the state and central labor councils, affiliates and community partners. These efforts led to some of the Federation's newer programs that have been implemented, and innovations that took place at the Convention in September with a focus on diversity, inclusion and new organizing models and partnerships that will help rebuild the labor movement to benefit all workers.

"Canadian Entertainment Industry Retirement Plan" (Gavel)

## CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN:

International Vice President John Lewis reported to the Board on the status of the Canadian Entertainment Industry Retirement Plan (the Plan) and recent initiatives.

Vice President Lewis explained that the Plan was created in 2005 with a view to maintaining Local autonomy while pooling together the collective resources and purchasing power of all local unions in Canada. The Plan is currently administered by Great West Life. Members of the IATSE, the Directors Guild of Canada and EP Canada are currently enrolled in the Plan. The Plan is administered by a Retirement Committee appointed by President Loeb with local union representatives from all crafts and regions.

Vice President Lewis highlighted recent accomplishments achieved by the Plan, including:

1) The Plan currently has assets in excess of $220 million with just under 16,000 participating members. Thirty IA Locals are participating in some fashion.

2) In September 2013, the Retirement Committee was able to renegotiate the Investment Management Fees with Great West Life. This included a major reduction in the Investment Management Fees (IMFs) of 12 basis points, from 0.99% to 0.87% (plus taxes and fund operating expenses) on the Portfolio Funds and the Target Date Funds where the majority of the IA members' money is invested. The IMFs on all other funds in the Plan were also significantly reduced. All savings resulting from the reduction in fees is passed directly on to the IA members' accounts.

3) The Plan has outperformed the market benchmarks and has done so while achieving lesser risk and return deviation in comparison with industry benchmarks.

4) The Plan will be introducing a tax-free savings account (TFSA) option, which enables IA members to

invest up to $5,500 per year (in 2013) without attracting taxes on any interest and investment earnings.

5) The Plan will be offering free membership education meetings for participating Locals at no charge. IA members will also have free access to *iaquaint*, a web-based retirement education service.

6) The Plan will be rebranding and consolidating all marketing and communication in relation to the Plan. This will include a revamping of the Plan's website, quarterly newsletters, and annual stakeholder report.

7) As of December 31, 2013, the Plan has reimbursed the International for all costs incurred by the International in establishing the Plan. The Plan also opened its own bank account from which it will pay for all expenses directly - including rent and other incidentals to the International with respect to office space in the Canadian Office in Toronto.

President Loeb stated that the substantial growth of the Plan is a very positive development and that will allow the Plan participants to realize cost savings from lower fees. President Loeb also stated that he is looking forward to the further successes as the new marketing approaches being contemplated translate into increased membership in the Plan.

"Canadian Union of Public Employees" (Gavel)

## CANADIAN UNION OF PUBLIC EMPLOYEES:

International Vice President John Lewis reported to the Board about recent developments in the relationship between the IA and the Canadian Union of Public Employees (CUPE) in Canada.

CUPE is the largest public sector union in Canada with 627,000 members and represents the majority of municipal employees throughout the country. CUPE also represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines. Vice President Lewis explained that in most municipalities, CUPE is the recognized bargaining agent for all employees. Almost without exception, however, stagehands and wardrobe personnel employed at municipally-owned and/or managed theatres are simply not covered. They are not members of CUPE and receive no benefits pursuant to the terms of the "all employee" collective agreements. CUPE locals also do not operate hiring halls so they are not in a position to fill calls. As a result, several municipal theatres operate as if they are non-union.

As background, Vice President Lewis explained that in 2010, IA Local 58 filed an application to certify the house stage crew at the Richmond Hill Centre for the Performing Arts. The venue is managed by the City of Richmond Hill, a bedroom community of Toronto. CUPE did not actually provide any representation for these stagehands. Despite this, the Ontario Labour Relations Board dismissed Local 58's certification application, finding that the stagehands formed part of CUPE's "all employee" bargaining unit notwithstanding the fact that the CUPE collective agreement did not contain any terms and conditions relating to the stagehands and CUPE made no effort to have stagehands become members.

Similar representational issues with CUPE have recently arisen in connection with IA Local 461's efforts to protect and maintain its bargaining rights for stagehands at Brock University located in St. Catharines, Ontario. In December 2013, Local 461 filed a sale of business/related employer application with the Ontario Labour Relations Board in response to the transfer of Brock University's theatre facilities to municipally-owned and operated theatres. Two CUPE Locals (inside and outside workers) have pre-existing "all employee" collective agreements covering all full-time City of St. Catharines employees. The IATSE Canadian Office anticipated the City and Brock University would raise CUPE pre-existing "all employee" bargaining rights as a bar to the success of Local 461's related employer application. For this reason, the Canadian Office and the Local have gone to great lengths to reach out to both the CUPE Local and National leadership to make sure they are aware of Local 461's application and will support it, or at the very least not oppose it.

Local 461's related employer application has served as a catalyst to begin more in-depth conversations with the National CUPE Leadership to address employee representational issues in theatres across the country and the possibility of the IATSE and CUPE working together at these municipally-run venues. Vice President Lewis confirmed that he has reached out to the CUPE leadership by email and has received a positive response. Meetings are in the process of being scheduled in the early part of 2014 with a view to reaching an arrangement that is mutually beneficial for both the IA and CUPE. Vice President Lewis advised that he would keep the General Executive Board apprised of all developments arising from these discussions.

President Loeb thanked Vice President Lewis for his report and underscored the need for the IA

to continue to explore the potential for a relationship with CUPE as the work at issue relates to the IA's core jurisdiction.

"Local No. 849, Maritime Provinces, Re: Egg Films" (Gavel)

## LOCAL NO. 849, MARITIME PROVINCES

**Re: Egg Films:**

International Vice President John Lewis, Assistant to the President Sean McGuire, Assistant Department Director Dan Mahoney and Local 849 President Gary Mitchell reported to the General Executive Board about recent developments in the various ongoing legal disputes between Local 849 and Egg Films.

Vice President Lewis reported that on April 17, 2013, the Supreme Court of Nova Scotia dismissed the Judicial Review application that was filed by Egg Films disputing Local 849's certification as exclusive bargaining agent for Egg Films technicians. The Supreme Court of Nova Scotia upheld the decisions of the Nova Scotia Labour Relations Board certifying Local 849 as the exclusive bargaining agent.

Vice President Lewis went on to report that pursuant to recent legislative amendments in Nova Scotia, Local 849 applied for and was ultimately awarded first contract arbitration with Egg Films after protracted unsuccessful attempts to reach a first collective agreement. A one-year contract was presented to IATSE Local 849 and Egg Films on September 19, 2013, heralding the end of what had been a long and difficult process. The first day of shooting under the newly implemented agreement successfully took place on December 10, 2013.

Vice President Lewis also reported that on November 14, 2013, Local 849 attended a Labour Board hearing into Egg's Unfair Labour Practice complaint alleging the Local had bargained in bad faith prior to the Labour Board's imposition of a first contract. On December 12, 2013, the Labour Board dismissed Egg's complaint.

Finally, it was reported that on December 9, 2013, Local 849 attended a Nova Scotia Court of Appeals hearing into Egg Film's appeal of the Supreme Court of Nova Scotia's April 17, 2013 decision to refuse Egg's requests to overturn the Labour Board's certification decision. In this further appeal, Egg claimed that the Labour Board (and the Supreme Court of Nova Scotia) was unreasonable in granting the certification and acted unreasonably by allowing the certification based on employees working for one day. The Court of Appeals reserved its decision. Assuming an outcome favourable to Local 849, it is expected that Egg will seek leave to appeal to the Supreme Court of Canada. Vice President Lewis will keep the General Executive Board apprised of the outcome of this appeal.

President Loeb thanked Brother Mitchell for the commitment and determination of the Local 849 executive and membership in remaining steadfast in the ongoing disputes with Egg Films. President Loeb also confirmed that the International will continue to provide full support to the Local in this dispute and that the International will support any local union that faces similar adversity when trying to reclaim the IA's jurisdiction in the commercial production industry.

"Freedom Films, LLC" (Gavel)

## FREEDOM FILMS, LLC:

International Vice Presidents Damian Petti and Michael F. Miller, Jr., and West Coast Counsel James G. Varga reported on the actions taken by the International against Freedom Films, LLC in connection with a project called "Race to Save Nome," which is based on the true story of the diphtheria epidemic that broke out and spread throughout Nome, Alaska in 1925.

The production company opened pre-production during the Spring of 2013, in Calgary with a crew made up of mostly members of Local 212 and some members who travelled from Los Angeles. A short time after beginning prep work, the production company lost its financing and was unable to continue the production. At the time, over $800,000 was owed in wages and benefits to crew members. During a Step 2 hearing held in Los Angeles at the Contract Services Administration Trust Fund, the production company agreed to execute a settlement agreement calling for payment of all wages and benefits owed. Payment was to have occurred by June 30, 2013, but again the company reneged on its obligations.

When the company requested additional time to distribute funds, a delay was agreed to but only upon receipt of an executed Confession of Judgment. The judgment has now been entered and collection of the judgment lien is the subject of on-going litigation proceedings. While engaged on the judicial front it was reported that the company was trying to crew up for further production in Utah. IATSE members refused to service the production because of the outstanding claims.

This matter will continue under strict observation and with further attempts to collect the money owed to the crew.

"Global Spectrum" (Gavel)

## GLOBAL SPECTRUM:

International Vice President Michael J. Barnes reported that he and International Vice Presidents John M. Lewis and William E. Gearns, Jr. attended the Global Spectrum annual corporate meetings held in Richmond, Virginia, from October 21st to the 23rd, 2013. The meeting included over 150 participants primarily made up of General Managers and Assistant General Managers of Global Spectrum-managed facilities.

Global Spectrum is a subsidiary of Comcast and has access to the cable giant's lobbying resources. Global Spectrum has a significant edge over its competitors to develop new accounts and maintain renewals. The reports at this conference also indicated that IA Locals are doing an excellent job at servicing the agreement.

As of December 10, 2013:

- 35 Locals are working under the National Agreement
- 12 Locals work under their Local Agreements
- 10 Buildings are newly built or acquired and are in negotiations to implement the International Agreement.

The Wage and Benefit Appendices for the active buildings are complete. The contract has been signed by both parties and will be distributed to the Locals as soon as possible.

Notably, Local 195, State of New Hampshire/Lowell, Massachusetts, began working in the Lowell Auditorium under the National Agreement. This is a Performing Arts Center that reported 138 event dates in 2013-2014, which was more annual events than it had in the previous three years combined, according to the city.

Venues recently awarded to Global Spectrum include: the Fayetteville Performing Arts Center, Boardwalk Hall/Atlantic City Convention Center, and the Allentown Arena. Rate cards are being negotiated with Locals 635, 77, and 200 respectively in order that the National Agreement can be implemented.

"Florida General Service Contractors, Re: Area Standard Agreement with Florida Locals" (Gavel)

## FLORIDA GENERAL SERVICE CONTRACTORS Re: Area Standard Agreement with Florida Locals:

International Vice President William E. Gearns, Jr., Local 835 President Herman Dagner and Business Agent Richard Vales reported on recent negotiations with GES, Freeman Exposition, Allied-Brede and Shepard Exposition which resulted in a General Service Contractor area standard agreement covering Central and Northern Florida.

It was reported that the work covered by the standard area agreement generated approximately $12 million in annual earnings for IATSE members in Orlando, Jacksonville and Tampa. Vice President Gearns reported that negotiations focussed in large part on terms and conditions relating to work referral and work assignment arrangements that will serve to provide clarity for the parties on a go-forward basis. He confirmed that the wage/benefit package was increased an average of 3% per year and included first-time contributions to the IA Training Trust as well as adding Martin Luther King, Jr. Day as a new holiday. In addition, Vice President Gearns confirmed that Tampa Local 321 gained jurisdiction over freight work.

President Loeb congratulated the Locals for their success in negotiating the General Service Contractors agreement. President Loeb also noted that the Locals' ability to get language clarifying important workplace practices as well as employer contributions to the Training Trust are important gains that will benefit the membership.

"IATSE Canadian Health Plans" (Gavel)

## IATSE CANADIAN HEALTH PLAN:

International Vice President John Lewis, International Representative Julia Neville and IATSE Canada Health Plan members Rob Shea from Local 411, Cindy Jennings from Local 129, Christina Kasperczyk from Local 669, and Paul Klassen from Local 891 reported to the Board on the status of the Canada Health Plan.

Representative Neville reported on behalf of the group that in December 2013 the first meeting of the IATSE Multi-Local Trust and the second annual general meeting of the IATSE Canada Health Plan Inc. were held. It was noted that these meetings were five years in the making – it was 2008 when research began on a health plan that Canadian Locals could jointly participate in to provide benefits in a more cost effective manner to their members. The Health Plan is currently underwritten by Great West Life and administrated by J & D Benefits.

To date, eighteen Locals and two staff groups have chosen to participate, and the first non-IATSE group,

ACTSAFE, will be joining early in 2014. ACTSAFE is a not-for-profit association that assists the British Columbia entertainment industry with health and safety matters. Some of the Locals are now able to provide life insurance and health benefits to their members for the first time, and some Locals have wound up their existing Trusts to participate in the Multi-Local Trust.

Of the eighteen Locals in the Plan, eight are in the Multi-Local Trust and ten are participating as independent Trusts. President Loeb has appointed Trustees for the Multi-Local Trust, and all eighteen groups have a representative in IATSE Canada Health Plan Inc., the not-for-profit corporation created to enter into agreements with service providers.

The December 2013 meetings formalized that the two groups that comprise the Plan, and their representatives, can now begin the work of expanding the services being jointly negotiated, reviewing plan designs and preparing for the July 1, 2014 Plan renewal. The Canadian Office will continue to assist Locals in negotiations for employer health benefit remittances in collective bargaining agreements.

President Loeb thanked Representative Neville and the Trustees for their hard work in making the Plan become a reality. He stated that continuing to work together to combine the purchasing power of IA Locals and like-minded organizations will allow the IATSE to continue to provide even greater benefits for its members.

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT:

International Vice Presidents Daniel Di Tolla, Anthony DePaulo and Michael Barnes, Education and Training Department Director Patricia White, Assistant to the President Sean McGuire, Assistant Department Director D. Joseph Hartnett, and International Representatives Barny Haines and Peter Marley appeared before the Board to report on matters relating to the Stagecraft Department.

Assistant Director Hartnett informed the Board that he has been involved in several negotiations with SMG, assisting Local 500, South Florida, at the James L. Knight Center and the Broward County Convention Center and Local 48, Akron/Canton, OH, at the Canton Memorial Civic Center. He also assisted Local 82, Wilkes Barre, PA, in its negotiations with the Kirby Center; Local 902, Johnstown, PA, with negotiations with WJAC; and Local 636, State College, PA, with Penn State University.

It was also reported that Representative Chris Bateman has concluded his assignment to Local 918, Anchorage, AK, in its negotiations with the Alaska Center for the Performing Arts, and Local B20, Portland, OR, in its negotiations with the Portland Center for the Performing Arts.

In addition, Representatives Bateman and Dave Garretson were assigned to assist Local 865, Midland/Odessa, TX, and progress is being made in the areas of increasing the size of the membership and training members of the Local who work at the Wagner Noel Performing Arts Center, an SMG-operated facility.

*New Yellow Card/White Card System*

Vice President DePaulo reported that in response to the Constitutional changes adopted at the 2013 Convention in Boston, the Yellow Card system is now electronic. The Yellow Card and the White Card for Wardrobe is now available in electronic form and blank forms are now accessible by Head Carpenters and Wardrobe Supervisors on the IATSE website. In addition, emails will be sent from the General Office to touring crews and will contain the forms as well as instructions on how to complete and return the form to the General Office.

In addition to the Head Carpenter, the form must also be "signed" by the Local Business Representative or an International Representative just as was the requirement for the paper Yellow Card system. Once returned to the General Office, the forms will then be posted on the "Yellow Card Shows" section of the IATSE website.

In order to keep track of these changes, the Stagecraft Department has created a database to track all of the Yellow Card production requests that come through the General Office. The database has built-in reminders to send emails to the Head Carpenters three days before the end of the second stop to set the Yellow Card and follow-up email reminders after the second stop has passed. The General Office also tracks which local union is at the second stop of the itinerary and the International Representative in the Stagecraft Department assigned to that local union. This is to assist, if necessary, the traveling members if they have questions in setting the Yellow Card/White Card or if they are new to the Yellow Card/White Card System.

The Department is currently in the process of establishing a process that will allow emails to the local union Business Representatives in cities on the

itinerary for each tour. Such emails will contain the Yellow Card information for each show. In addition, the Yellow Card/White Card information continues to be available on the website under the Yellow Card section. Locals should no longer expect to receive a Yellow Card via the US mail.

Local Business Representatives should continue to check the cards and contracts of those touring members in their jurisdiction. If there are discrepancies with the number of members on tour with the Yellow Card numbers posted on the Yellow Card Shows page on the IA website, the Stagecraft Department in the General Office should be notified immediately.

*The Broadway League*

The new pink contract with The Broadway League has been executed. It is now in the process of being printed so it can be distributed to the pink contract employees.

*FELD*

Contract negotiations with FELD have been successfully concluded. The agreement includes increases in the weekly salary, pension contributions, compensation during tech periods, road expenses, tenure pay, number of years eligible for tenure pay, and rigging and pyro pay. FELD will also begin participating in the IATSE Training Trust.

The contract is being printed in booklet form similar to the pink contract.

Education and Training Department Director White reported on her assignments to assist Local 830, State of Rhode Island, in negotiations for its contract at the Dunkin' Donuts Center, an SMG-managed facility in Providence and Local 904, Tulsa, OK, in negotiations with the Tulsa Opera, Inc. She also reported on a recent internal membership drive in Local 803, Dallas-Ft. Worth, TX, that was held during the third quarter of 2013. As a result of these efforts, it was reported that at the Local's January 2014 membership meeting, its membership will increase by 67% when it swears in 21 new members—8 from Hair and Makeup and 13 from Wardrobe.

Vice President Lewis reported on six local union organizing drives and assistance provided to eleven local unions in the successful completion of negotiations for their collective agreements.

He also reported on the completion of bargaining with twelve employers for the Canadian Pink Agreement. Each new agreement provides for a 10% increase in the weekly minimum guarantee, as well as increases to the per diem and the introduction of contributions to the International's Training Trust.

International Representatives in Canada have visited every single touring production. This is also done when these productions are in non-union venues which enables Representatives to not only meet with the touring crew but also the non-union house crew.

The Canadian Office is now responsible for administering the pink passports and road cards for Canadian Locals and members. This transition has been seamless and the Canadian Office works closely with the General Office to ensure the same practices and procedures are followed.

Vice President Lewis also reported that two Stage Locals contacted the Canadian Office about implementing a Canadian Arena Labor Requirement Database. The purpose of the database would be to collect pertinent crewing information for arenas and stadium-style productions. This information would be provided and made accessible to all Stage Locals to assist them in preparing and filling the labor requirements for a touring production. This type of system had been used once in the past for a non-union Chinese dance touring production where a number of Locals were receiving substantially different crewing numbers for the same show. The ability to provide the crewing information for other cities and venues was a tremendous help to local unions when they were dealing with this production and their own venue.

Representative Marley reported on various assignments to assist local unions, including: Local 107, Oakland, CA, in finalizing its contract negotiations with AEG Management for the Alameda County Coliseum; Local 504, Orange County, CA, in concluding its first contract negotiations with Disneyland Resort covering Assistant Stage Managers; Los Angeles Locals 33, 706, and 768 with the Pasadena Playhouse negotiations; Local B-66, Sacramento, CA, negotiations with the California Exposition and State Fair/Simulcast Racing and Golden Bear Racing. He also reported on the ongoing negotiations for Local 706, Hollywood, CA, with the Nederlander Organization at the Pantages Theatre. Additionally, Representative Marley has begun to assist Local 158, Fresno, CA, in its upcoming negotiations with both the Fresno Convention and Entertainment Center and the Savemart Center.

Vice President Di Tolla reported that Special Representative Joseph Short successfully completed negotiations assisting Local 26 with the Grand Rapids

Ballet Company, and, Local 30 with the Indianapolis Symphony. He also reported on an investigation conducted by Vice President Beckman regarding a jurisdictional dispute involving Local 690 in Iowa City and Cedar Rapids. The investigation resulted in a new Local being chartered in Cedar Rapids.

Vice President Di Tolla noted that the Department has focused on areas of concern that were revealed in the Stagecraft Department survey that was reviewed at the Convention. Among those concerns were the proliferation of labor contractors, the use of rate cards in lieu of collective bargaining agreements, yellow card shows appearing in non-union venues, and the challenges of small local unions.

In addition, Vice President Di Tolla reported on an organizing drive involving Stage Local 927 and Wardrobe Local 859 and various venues and labor contractors in Atlanta, Georgia.

In five instances, with International assistance, four local unions have successfully replaced rate card agreements with exclusive collective bargaining agreements. Locals are encouraged to contact the International whenever their rate cards expire.

An email was sent to all Stage Locals in September 2013, requesting information on any yellow card attractions appearing in non-union venues. Twelve Locals responded and the Department was able to successfully intervene in two instances to secure work for our Locals in preference to the non-union labor contractors. The Department will continue to monitor this situation and expect to become increasingly proactive on behalf of our local unions.

Craft training and administrative assistance had also been provided to Locals 865, Odessa/Midland, TX, and 158, Fresno, CA, as previously reported, as well as Local 220 in Sioux Falls, SD.

President Loeb observed that small Locals that need help are turning to the International for assistance, especially regarding changing rate cards into collective bargaining agreements. He further noted his satisfaction with the technological and electronic changes made to the Yellow Card by the Department.

He also stressed the importance of the International's efforts through the Department regarding non-union labor contractors, which remains a priority. President Loeb commended Atlanta Local 927 for taking an aggressive approach in this regard. He discussed a staffing grievance that has been filed against a member of The Broadway League/Producers for their inappropriate requests for information from affected local unions.

Finally, President Loeb observed that overall the Department is very active and he thanked the Department for its extensive work, especially in its outreach to smaller Stage, Wardrobe, and Make-up and Hair Locals.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE ANN KELLEHER, Local 768: Mr. President, Ann Kelleher, Local 768, Los Angeles, Theatrical Wardrobe. We would like to thank the International for giving us the White Card Contract and the Yellow Card. It's been very helpful. Thank you.

PRESIDENT LOEB: You're welcome. Thank you.

Microphone No. 6.

DELEGATE JAMES WRIGHT, Local 33: Mr. President, Jimmy Wright, Local 33. Thank you and the IA for the hard work on the Pasadena Playhouse. Although it's a small venue, it has large rewards. The Pasadena Playhouse is the first time that the IA brought Locals 33, 706 and 768 in a bottom-up organizers campaign and now a successful renewal. Thank you, sir.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 7.

DELEGATE MEIRAV ROTSTEIN, Local 504: Mr. President, Meirav Rotstein, Local 504, Orange County. On behalf of the Assistant Stage Managers at the Disneyland Resort, I want to thank you and the IA for the overwhelming support for organizing the ASMs back in 2013 when no other union would.

Since ratifying our first contract in 2013, we have successfully negotiated a second contract last year. The ASMs have become more active in the Local. I became the second ASM to sit on the Executive Board, and general team morale has increased immensely. This would not be possible without the dignified and dedicated guidance of Local 504, the International in general, and specifically your generous and relentless support, Mr. President. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE SCOTT WILEY, Local 191: Mr. President, Scott Wiley, Local 191, Cedar Rapids, Iowa. I would just like to thank you and the Alliance for our new charter. We have since grown from our initial 17 members to currently 50 members, and we look forward to moving on to bigger and better things in the future. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"IATSE Motion Picture and Television Production Department" (Gavel)

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT:

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John M. Lewis, Assistant Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Scott Harbinson and Lyle Trachtenberg gave a report to the Board on the Motion Picture and Television Production Department.

The IATSE/Producer Basic Agreement and Theatrical and Television Area Standards Agreements (ASA) are mid-term and preparations for negotiations are ongoing. Both of those agreements expire July 31, 2015.

For productions produced under the ASA, the recognition of various classifications including Set Teachers and Coordinators, continues to be an issue that must be addressed through contract enforcement and organizing. The NBC/Universal arbitration hearing and briefs concerning Coordinators have concluded and the parties are awaiting a determination from the Arbitrator. The outcome is expected in mid-February and will be reported to the General Executive Board at its next meeting. In preparation for negotiations, the importance of policing issues of classification and the misuse of PA's to perform covered work was stressed. Employers continue to assign PA's to perform covered work, displacing IATSE members at PA's wages with no benefits or contract protections. The International continues to watch for organizing opportunities, both on a per-project basis, and within classifications that are not currently represented by the IA.

The Department is also preparing for the next round of Basic Agreement negotiations. As new media has matured and stabilized, modifying the contract provisions for this type of work will be a priority. As the IATSE has successfully procured numerous contracts for Internet production, securing the jurisdiction is no longer the primary concern. As such, the "New Media Sideletter" is no longer offered to new signatories. Wages, working conditions and full health and pension benefits are negotiated into all motion picture and television production agreements, regardless of the intended viewing platform, and are based on budget and production length.

Recently, the Association of Independent Commercial Producers (AICP) negotiations were concluded. The new Agreement includes important gains for the members in the areas of health, safety and quality of life elements. Among a number of important improvements, there are increased benefit contributions and wages, increased meal penalties to help protect our members, and sold spec spots will now be covered. In addition, triple time is included in this contract for the first time. There has been a steady increase in commercial production days for television and the Internet in the last few years and along with continued organizing, the AICP Agreement will benefit more and more of the membership in the coming years.

It was also noted that the Low Budget Theatrical Agreement was recently renegotiated, the specifics of which are the subject of a separate report at this Board meeting.

Since last reported, there are 15 new signatories to the IATSE term agreements.

The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. These term agreement inclusions are having a positive impact on securing jurisdiction for the IATSE throughout Canada and in particular, in British Columbia and Toronto where our local unions compete for jurisdiction with rival labor organizations. There are now 317 companies signatory to the Canadian Binder Agreement and 111 signatory to the Canadian Local Unions Term Agreements.

The first Canadian National Film Agreement meeting has been scheduled for February, 2014. This forum will allow local unions and the International to share information and generate consistent strategies as the IATSE moves forward in its efforts to secure

and expand Canadian jurisdiction. Discussions will also involve strategies for organizing commercials, reality television and newly formed geographic production centers.

The Department continues to use audits as a way to monitor compliance with the various budget requirements of the agreements. Since the last report, seven projects were audited and found to be in compliance. Fifteen additional project audits are still in progress and will be reported on at the next Board meeting. Members' feedback helps determine which projects should be audited and communication between members and their local union is invaluable. A feature produced in Virginia was the source of multiple issues and led to a compliance audit that resulted in damages being owed the crew for unpaid wages, meal penalties, benefit contributions, travel allowances, mileage and per diem. The production company then self-reported an increase in budget that moved them into the next contract tier. The entire crew has received adjustment checks reflecting the increase in wages applicable to that tier.

The Department continues to aggressively pursue independent productions, many of which are low budget. These low-budget productions generate a significant amount of work for IA members.

Organizing continues in the realm of reality television. This past summer, the competition and house reality crew on CBS' *Big Brother* were organized. At the conclusion of negotiations the crew of over 120 members received retroactive benefits, wage increases (some as high as 50%), and now have standardized working conditions that include enhanced weekend and daily turnaround. In the fall, *Are You the One*, a new dating show on MTV, and Discovery's *Naked and Afraid* were also organized. *Naked and Afraid's* post-production team weathered a weeklong strike and were rewarded with retroactive health and pension benefits, and some crew received substantial wage increases.

The companies that have signed term agreements with the IATSE and produce a substantial amount of reality programming(Warner Horizon, Fremantle, Endemol and Shine/Reveille), have generated over two million benefit hours over the past three years for IATSE members. In the first year of the agreement with Endemol, our newest term reality signatory, benefit contributions to the MPIPHP increased 325%. These figures, besides illustrating that reality television is a significant source of work for IATSE members, show that the more production companies signed to an IATSE term agreement, the more union work there will be for the membership. In order to encourage companies to approach us ahead of production, it is vital that members working on these productions continue to self-report non-union work to their Locals.

Looking forward, as negotiations near for two of the International's major contracts, the ASA and Basic Agreement, the Department is amassing the information necessary to prepare. Information gathered from the Locals involving safety and quality of life abuses on productions will be compiled throughout the year and distilled into bargaining positions. At President Loeb's direction, experts and actuaries have begun to independently evaluate the status of our benefit plans and overall business models. All of this data will help inform and guide upcoming negotiations. The Motion Picture and Television Production Department emphasized the importance of securing ever-improving working conditions for our members and the role of careful preparation towards that goal.

"IATSE Trade Show and Display Work Department" (Gavel)

## IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT:

International Vice President William E. Gearns, Jr., International Trustee C. Faye Harper, and International Representatives Mark Kiracofe, Donald Gandolini, Jr., and Barny Haines reported to the Board on developments in the Tradeshow Department.

Trustee Harper reported on her continuing efforts to assist Local 322, Charlotte, NC, in its efforts to organize tradeshow workers. Trustee Harper noted that International Representative Joanne Sanders presented the COMET program to the members of Local 322 in September of 2013. Trustee Harper assisted the Local in forming an organizing committee after the COMET training and elaborated on her activities with that committee.

Trustee Harper also reported that she attended the "Organizing 1" training program in Baltimore, MD in September 2013 as well as a three day training program in Columbus, OH in October 2013 presented by the AFL-CIO Organizing Institute. The training programs were very valuable and Trustee Harper encouraged all local union officers to take these and similar programs through the International's LEAP program.

In addition, Trustee Harper reported on her efforts to assist Local 320, Savannah, GA, in negotiations for

a first collective agreement with Global Experience Specialists (GES). A meeting was held with the Local 320 negotiating committee to formulate proposals and negotiations are due to commence in the latter part of January 2014.

Representative Haines reported that the lobbying efforts of Vice President John Lewis had successfully secured audio visual work for IA members at the following conventions in Canada:

- Ontario Federation of Labour Convention- Local 58
- Quebec Federation of Labour Convention- Local 523
- British Columbia Federation of Labour Convention- Local 118
- Conservative Party of Canada National Convention- Local 212

Representative Haines also reported that Winnipeg Local 63 recently signed an agreement with Central Display covering tradeshow decorating and that this agreement continues to provide significant work opportunities for members employed at the Winnipeg Convention Centre as well as numerous hotels in Winnipeg.

In addition, Representative Haines reported that Saskatoon Local 300 had applied for certification for Audio Visual technicians employed by Inland Audio Visual Ltd. and that the Local is currently in litigation relating to this application. He also reported that Canadian Locals continue to provide Audio Visual technicians to numerous AV companies on an as needed basis and efforts are being made to solidify these relationships contractually.

Representative Gandolini reported on the conclusion of negotiations for agreements between George Fern Expositions and Event Services Company, and, Local 197, Knoxville, TN, and Local 12, Columbus, OH. Both contracts provide for approximately 8% in economic increases over the four-year term of the respective agreements. It was noted that under the Local 12 agreement, employer contributions will be made to the IATSE National Pension Fund, rather than the IATSE National Annuity Fund.

Representative Gandolini also reported on his efforts to assist New Orleans Local 39 in negotiations for a new four-year freight agreement with Shepard Exposition Services. The new agreement provides for a wage increase of 10.5%, Annuity Fund contributions of $0.45 per hour and contributions of $0.05 per hour to the International's Training Trust. Representative Gandolini confirmed this agreement will become the area standard agreement for other freight employers in the New Orleans area.

Representative Gandolini further reported that the National Labor Relations Board issued a decision on December 28, 2013 confirming Local 39's bargaining rights with Freeman Expositions following an election in the summer of 2013. As a result of this decision, the Local has now begun the process of scheduling dates for the purpose of bargaining a first collective agreement.

Representative Gandolini also reported that he and International Representative Joanne Sanders attended the Exhibit Designers and Producers Association annual meeting in Florida in early December 2013. He also reported that he and International Representatives Joanne Sanders and Mark Kiracofe attended the Exhibition Services and Contractors Association (ESCA) annual business meetings in Houston, Texas in December 2013 and then staffed the IATSE exhibit at the International Association of Exhibitions and Events (IAEE) Expo! Expo! Show which was being held simultaneously with the ESCA meetings in Houston, Texas this year.

With regard to Denver Local 7, Representative Kiracofe reported on negotiations between the Local and Freeman Decorating Expositions. The renewal agreement with Freeman Expositions includes economic increases of 9% over the four-year term of the agreement with most of the increases directed into health and welfare benefits. In addition, Local 7 has renewed its agreement with the Exhibitor Appointed Contractors and the new agreement includes an economic increase of 9% over the three-year term. Local 7 and the employers also agreed to add an EAC Trustee to the Local's Training Trust to help focus more of their training efforts on the skills needed by EAC employers. Negotiations for a new agreement with Freeman Audio Visual Solutions were also concluded with economic increases totaling 9%. Freeman AV also committed to continue its practice of in kind audio visual training with the Local. The Local also agreed to allow the employer greater latitude when requesting key technicians by name.

Representative Kiracofe also reported on negotiations between Nashville Local 46 and the Exhibitor Appointed Contractors. These negotiations produced a five-year agreement with economic increases of 19% over the life of the contract. Local 46 also agreed to remove the condition requiring 100

days worked under contract before the employer could request referrals by name.

Representative Kiracofe reported on the assistance he provided to South Florida Local 500 in negotiations with Arata Expositions and with AE I&D. The Arata Expo contract, which had been under the evergreen clause in 2013, will realize economic increases of 12% over the new three-year term. The AE I&D contract includes 8% in economic increases over the same term. Both contracts will change the flat rate hourly benefit contributions to a percentage of gross wages. IA Training Trust contributions of 1% for all hours worked was a new addition to both contracts.

Vice President Gearns reported that Representative Sanders assisted Locals 85, Davenport, IA, 151, Lincoln, NE, and 690, Iowa City, IA, in separate negotiations with Freeman Expositions. Each three-year contract had a 7% wage/benefit package that included a 1% contribution to the International's Training Trust. Representative Sanders also assisted Davenport Local 85 in negotiations with GES and the settlement mirrored the Freeman agreement.

Vice President Gearns then confirmed that negotiations are ongoing between Orlando Local 631 and Freeman Audio Visual Solutions. He explained that the Local is trying to change a non-exclusive over hire agreement into an agreement that has some limited exclusivity with the goal of eventually adding it to the national agreement. Vice President Gearns noted that in order for this to happen, the Local will have to be committed to a robust training program.

Vice President Gearns reported on the successful conclusion of negotiations between the International and EWI Worldwide, formerly The TERM Group. The five-year contract provides for a 3% increase each year in the wage/benefit package with 1% of that being allocated to the IA Training Trust in the first year of the agreement. The twenty-two Locals covered by the contract allocated the increases between wages and benefits for each year of the agreement.

Vice President Gearns then reported that International Representative Brian Faulkner assisted Salt Lake City Local 838 in negotiating a three-year successor agreement with Modern Exposition Services, a local employer in Salt Lake City. Key components of the three-year agreement included the phasing out of an exemption for standard overtime provisions for consumer shows, doubling of the "request-by-name" premium rate, and increasing the number of referrals that the employer may request by name. Increases for all referrals include an additional .5% to the Pension Fund, and 1.5% to wages.

Vice President Gearns then reported that Representative Faulkner also assisted Phoenix Local 336 in renegotiating separate agreements with the Local's four major employers: GES, Freeman, Brede-Arizona and CSI. Negotiations resulted in three-year agreements providing for annual 2% increases in the wage/benefit package. Vice President Gearns explained that the Local has over twenty additional "me-too" agreements tied to these agreements.

President Loeb thanked the Department members for their hard work and congratulated them on their many successes since their last report to the General Executive Board, specifically pointing out the growth in the IA's tradeshow industry jurisdiction in some of the biggest cities in the United States, like Orlando, Las Vegas and New Orleans. President Loeb also emphasized the need for the IA to stay focused on expanding its jurisdiction in the tradeshow and audio visual industries across the United States and Canada. He stated that the way to increase the IA's market share is to actively seek out organizing opportunities and to further strengthen the IA's reputation in these industries by ensuring the IA refers qualified members who know how to work safely for each and every job. To this end, President Loeb underscored the importance of negotiating contributions to the Training Trust in collective agreements. President Loeb also noted that the IA will not tolerate non-union audio visual work at labor organization conferences and conventions to which the IA is an affiliate member or attendee.

"IATSE Communications Department"

## IATSE COMMUNICATIONS DEPARTMENT:

Director of Communications Emily Tao reported to the Board on the status of the Communications Department since the Board's 2013 Mid-Summer meeting in Boston.

*Communications Outreach Coordinator*

The Communications Department welcomed Molly Katchpole to the staff as the Communications Outreach Coordinator on October 23, 2013. Ms. Katchpole comes from the Progressive Change Campaign Committee PAC, and has experience in political and digital campaign organizing as well as streamlining email processes. Ms. Katchpole performs webmaster duties by analyzing statistics

and received certification in Google Analytics. Additionally, she provides support for social media content and news alerts.

*Website, Facebook, Twitter*

The Department maintains the International's website with news, events, and member photos. With the help of International Vice Presidents Dan Di Tolla and John Lewis, Operations Manager Krista Hurdon, Canadian Counsel Ernie Schirru, and General Secretary-Treasurer James Wood, the Organizing section of the website was updated for 2014. The Department is now also working closely with Assistant to the President Deborah Reid to update the Political Action section.

Understanding how IATSE's website functions is necessary for the union to optimize its resources. To that end, the Department is delving deeper into user statistics and gathering massive amounts of data to help determine which web-pages are most effective for content.

IATSE's Facebook presence has grown tremendously. As of July 2013 the International had 7,613 followers. As of this report, the number of followers on Facebook has increased to 9,446. The IATSE's Twitter account has also grown and has reached 4,742 followers. In addition, it was noted that as of August 16, 2013 President Loeb is officially on Twitter, tweeting from @matthewloeb and the number of followers on his Twitter account has grown to 853.

*Internal Communications*

In continuing to make the International's brand consistent, the IATSE's press release template was redesigned to include both IATSE and IATSE Canada's social media networks.

The Communications Department is also in the process of assuming responsibility for the International's email services from the Office of the General Secretary-Treasurer and IT Department. The Department is exploring actions that will most effectively utilize communications tools to spur activism. Director Tao is working with the Education Department to develop methods for alerting Locals regarding training and education opportunities in their towns.

The Department is working with Vice President Walter Cahill and Assistant to the President Deborah Reid to better coordinate political activism and email communications, with particular focus on the 2014 mid-term elections.

With the help of Local One and Local 600, the International's first member photo shoot was completed in September and captured Local One members working at New York Fashion Week. The International worked with Local 600 photographer Sarah Shatz and photos are being rolled out on IATSE's website and social media. Director Tao continues to identify opportunities to set up sessions with members and Locals within the U.S. and Canada.

*External Communications*

The Communications Department continues to maintain relationships with organizations that assist IATSE members in the entertainment and labor communities. Since July 2013, the Department has met with communicators from The Actors Fund, Union Plus and Labor 411. In September, Vice President Cahill connected Director Tao with American Rights at Work so that the IATSE could join in on the Labor Day union "tweet-a-thon," helping to gather 56.6 million views about the positive role unions play in our workplaces and economy.

*Social Media Toolkit*

In response to the increased interest local unions and members have expressed in social media, Communications Outreach Coordinator Katchpole and Director Tao worked with Vice President Bill Gearns in his role as Social Media Committee Chair, to create an IATSE Social Media Toolkit.

The Toolkit is an introduction to how Facebook and Twitter can be used as a professional tool for a local union or member. This guide explains the types of content that are appropriate, and provides a list of resources for content creation, classes, and graphic editing. It also offers case studies of brands that use social media networks correctly and incorrectly. The guide also gives specific examples, with screenshots, of how to set up a personal or professional social media network page. There is also a "Netiquette" section that explains the social code of the Internet.

*Training and Assignments*

Director Tao attended the Digital Strategies and Online Communications Training sponsored by the New York City Central Labor Council on August 21, 2013. Instructors and participants provided valuable information regarding tightening up communications between IATSE, the members, and other affiliates, and shaping messages for different audiences.

In December, Director Tao attended the AFL-CIO Organizing Institute (OI) at the AFL-CIO headquarters in Washington, D.C. Created in 1989 to

promote and foster union organizing, the OI provides an intensive classroom and field training experience. Attending this OI session was a mix of union members, experienced organizers, and people new to labor and organizing.

*Conclusion*

On a daily basis the Department continues to consult with local unions about social media strategies, and reach out to members for photos and stories to share. Director Tao and Ms. Katchpole write and edit content for social media, press releases, websites, emails, and occasionally articles for the *Official Bulletin*. The Communications Department continues to maintain the IATSE's photo-sharing network on Flickr, where participation from members has stayed constant. Director Tao worked with IATSE Training Trust Executive Director Liz Campos in redesigning the Training Trust's website, and is collaborating with Assistant to the Editor MaryAnn Kelly in better integrating content between the *Official Bulletin* and digital communications. Tao and Katchpole continue to assist other IATSE Departments in publicizing job actions, announcing classes, the roll-out of the new online Yellow Card and White Card system and the dissemination of other information.

Director Tao expressed thanks to all of the IATSE's members, local unions, and the International Representatives for submitting photos, stories, and everyone who participates in IATSE's communication platforms.

President Loeb noted that there are now two full-time employees in the IATSE Communications Department. The Department has expanded and is an integral part of the organization. He encouraged the Locals to download the social media guide which is an easily accessible read.

President Loeb also noted his satisfaction with the progress of the Department and is looking forward to greater accomplishments.

PRESIDENT LOEB: Microphone No. 3 – 2. Sorry, 2.

DELEGATE KATHLEEN RYAN, Local 16: Mr. President, I'm Katie Ryan from Local 16. Good morning, everyone.

I want to thank you, President Loeb, for forming the Communications Department and supporting communications as one of the IA's Pillars of Success. Both Director Emily Tao and Senior Communications Coordinator Molly Katchpole have been so helpful when I called by answering questions about Action Network or maintaining email lists. And the Social Media Guides have been wonderful.

The support and the support of my BA, Steve Lutge, and our officers has led to a growing communications program for our Local. I was told by a member after the start of these efforts that new emails and content made him feel "like a part of the union again."

I want to personally thank Molly and wish her the best in her new position.

*(Applause)*

PRESIDENT LOEB: Thank you. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"IATSE National Benefits Fund" (Gavel)

**IATSE NATIONAL BENEFIT FUNDS:**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Daniel Di Tolla and William E. Gearns, Jr., International Trustee Patricia White and Special Representative Ron Kutak presented to the Board a report on the IATSE National Benefit Funds.

During the first week of December 2013 all pensioners (including spouses and beneficiaries of deceased participants) receiving a monthly benefit from the IATSE National Pension Fund received their regular monthly benefit and two additional checks (each equal to their regular monthly benefit). These additional checks, a 13th and 14th check bonus, are a direct result of the health of the Pension Fund. While there has been sporadic 13th benefit checks in the past, and on a rare occasion a 14th check, there has never been the simultaneous issuance of two additional monthly benefit checks.

In addition, all pensioners on the Pension Fund's rolls as of January 1, 2014 received a 20% increase in their monthly benefit. The last increase pensioners received was on January 1, 1998 and was 5%. The last time an increase of this magnitude was applied to all retirees was on July 1, 1969 and it has never been done in concert with two additional checks in the prior month.

Finally, any participant in the Pension Fund who retires on or after January 1, 2014 will realize an increase in their accrued benefit of 20%. Since its inception in 2002, Plan C has never seen an

increase in the value of its benefit. While Plan B has seen slight adjustments, the last being in 2001 at 3%, a 20% increase in the value of the weighted average benefit levels of Plan B has never been seen.

To recap, Pensioners received 13th and 14th checks in December 2013. In addition, they received a 20% increase in their monthly benefit starting January 1, 2014 and an additional 20% increase in the accrued benefit to those participants retiring on or after January 1, 2014.

The Pension Fund provides retirement benefits to 2,500 pensioners and over 16,000 active working participants who can look to the Fund for future benefits.

The National Benefit Funds continue to report consistent growth in its employer contribution income with a 14.33% increase in receipts for the first eleven months of 2013 as compared to the same time period in 2012. In response to the continuing growth of the Funds and the needs of the participants, the Trustees approved the hiring of five new employees at the end of 2013 and these new employees will work in the Contributions and Benefits Departments.

Net assets of the Funds have now exceeded one billion dollars for the first time in the Funds' history with a value of $1.04 billion as of November 30, 2013. When compared to total net assets of $516.7 million as of December 31, 2008, asset levels have increased by 101.65% in a five year period.

The IATSE National Health and Welfare Fund is now providing health coverage to 35,000 lives in its six different options; Plans A, C1, C2, C3, the Medical Reimbursement Plan, and Triple S for the Plan's Puerto Rico residents.

The long anticipated new website for the Funds will launch in early 2014. Staff have been performing rigorous testing of the beta site so that the launch will be successful. Some key features of the new site will include:

- A Participant Dashboard – a custom tailored one page view of all accounts
- Quick links to take participants to the most popular sections of the site
- Forms, booklets and online benefit applications
- Much improved electronic sharing between the Fund and participants including the ability to attach important scanned documents and online forms that can be completed and submitted through the site
- Email blasts that can be sent to registered users
- Real time data information will be available to participants
- A mobile phone app for the most commonly used sections of the site
- An ad hoc report builder for local unions
- Small employers can report online and make online contribution payments

The Fund Office held its first educational Webinar on December 10, 2013. This was in response to an outpouring of questions from local union officers and many members regarding changes imposed by the Affordable Care Act (ACA) which changed one element of the Medical Reimbursement (MRA) option of Plan C. This seminar was attended by 35 local union representatives remotely and another 10 at the Fund Office itself. The event was deemed a success and such technology may be used again in the future if there is a common concern or a need for education amongst local unions.

The Funds are currently researching the feasibility of bringing the medical reimbursement claims processing function in-house. Over the years there has been dissatisfaction with the Funds' third party administrator's service. It is likely that if this is feasible it will take the greater part of 2014 to install the necessary infrastructure with a potential launch date of January 1, 2015.

President Loeb noted that the issue concerning the impact of the ACA and MRA's was not fully resolved to the Union's satisfaction, but the Fund has been advised by counsel that its MRA is in compliance with the ACA.

President Loeb also observed that the numbers referenced in this report are significant and speak for themselves. He commended the Trustees for their stalwart dedication to the work of the Funds.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT:

International Trustee and Director of Education and Training Patricia White, West Coast Counsel James G. Varga, In-House Counsel Samantha Dulaney, Assistant Director of Education and Training Robyn Cavanagh and International Representative

Ben Adams reported on the status and activities of the Education and Training Department since the 67th Quadrennial Convention in July 2013. The Department works in three primary areas—1) Union Skills Training, 2) Craft Skills and Safety Training, and 3) Outreach to College and High School Students.

*Union Skills Training*

Because 2013 was a Convention year the normal schedule of presenting skills training courses at the District Meetings was condensed to a single day of workshops during Convention weekend. Four different union skills workshops were presented and each session was designed to support the Four Pillars theme of the Convention. Workshops included the following topics: Activism: Mobilizing Your Members for Action, Communications: Best Practices for Union Communications, Craft Skills and Safety Training: the IATSE Entertainment and Exhibition Industries Training Trust Fund, and, Leadership Development: The Nuts and Bolts of Effective Union Leadership. The workshops were well attended and the availability of several topics for choosing attendance was well received.

*IATSE Officer Institute*

This new program will focus on skills development for union officers. Classes include: labor history, labor law, strategic planning, organizing, contract administration, collective bargaining, record keeping communications, how to run a union meeting, activism, time management, and resources available to IA local unions. Workshops scheduled for the week of this General Executive Board meeting focused on further developing the aims and strategies for this Institute.

In 2014, the Education and Training Department will continue its practice of presenting workshops during each of the District Conventions throughout the year. The theme for this year's course is "Labor Law: The Duty to Bargain." The course is designed to benefit both the novice and advanced union leaders. Instructors will be from the University of Arkansas.

*2014 Staff Training*

It was reported that the IATSE officers, representatives and key staff will attend a training conference April 21 through 24, 2014. This intensive session will provide opportunities for attendees to refine their own core competencies. This targeted education session will also include participation in the planning and development of the IATSE Officer Institute.

*National Labor College*

It was announced that the National Labor College (NLC) will no longer be in operation following the Spring 2014 semester of scheduled classes. All IATSE members enrolled in degree programs have been contacted by the NLC and/or the IATSE Education and Training Department, with assistance to make the education transition as seamless as possible. It was noted that labor education is a precious commodity and local unions were encouraged to support education programs in their areas, both in the classroom and online.

*The Labor Education Assistance Program (LEAP)*

Since its inception in the fall of 2009, the Labor Education Assistance Program (LEAP) has provided officers, officials, trustees and executive board members of local unions with opportunities to enroll in labor studies programs. LEAP provides reimbursement for enrollment in one approved course per year. It was reported that total expenditures for the Program in 2013 were $39,899.72 including classes attended in Canada and the United States. Since 2009 more than $150,000 has been spent providing education to local union leaders so they may better serve the membership they represent.

*Road Show*

The IATSE presentation of "Why Unions Still Matter!" has continued its successful run throughout the Alliance. Since the Quadrennial Convention in Boston, the Road Show has visited local unions in Orlando, Fort Lauderdale, Tucson, Portland, Seattle, San Francisco, Santa Fe, Phoenix, Atlanta and New Orleans. To date more than 600 members have seen the show, plus those in attendance at the Young Workers Conferences and Board meetings during 2012-2013. Plans for 2014 include a trip through the East and Midwest. Locals that would like to have the Road Show visit their city should contact the International.

*Craft Skills and Safety Training - IATSE Craft Advancement Program (ICAP)*

ICAP continues to serve the IATSE membership by advocating on their behalf and educating them on safety on the job and the most up-to-date methods and safe practices for performing work in the entertainment industry. ICAP generally focuses on three elements: advising and supporting the Training Trust Fund and its programs, implementing the requirements of the OSHA-IATSE-USITT Alliance, and coordinating the IATSE's representation on Standards Writing panels. ICAP members continue to serve among the trainers of the Training Trust Fund. During the 2013 LDI trade show the ICAP and

the Training Trust jointly presented eight different classes for IATSE members in attendance at the show.

*OSHA Alliance*

The IATSE is partnering with the United States Institute for Theatre Technology (USITT) and the Occupational Safety and Health Administration (OSHA) within the Department of Labor to develop appropriate safety standards specifically for work in the entertainment industry. The initial work of the group will focus on basic hazard identification. Ultimately, a course will be developed for OSHA 10 in the Entertainment Industry. The IATSE will be participating in NAOSH Week, May 10, 2014, publicizing safety awareness at the job site. The North American Occupational Safety and Health Week has been an annual event since 2002. This year, all local unions in the Alliance are requested to take an action, large or small, to increase job safety and awareness during NAOSH Week. This campaign will occur throughout the United States and Canada. It was noted in the report that part of the aim of the OSHA-USITT Alliance is to train persons in becoming OSHA Inspectors. The emphasis will be to train inspectors familiar in the job nuances of the entertainment industry.

*ETCP Certification Program*

The Education Department continues to promote the ETCP program that focuses on theatrical and arena rigging and entertainment electricity. It was reported that 62% of the individuals holding ETCP Certified Technician's certificates are IATSE members. Members who successfully complete their ETCP certificates may apply for reimbursement of the examination fee from the IATSE Training Trust Fund.

*InfoComm*

It was reported that IATSE will continue with its partnership with InfoComm, the world's largest audio visual trade organization. The new two year contract for 2014-2015 will allow all IATSE members access into the InfoComm online programs and materials. New in 2014 is the commitment for the Training Trust Fund to sponsor the entire IATSE/ InfoComm Agreement, including the presentation of up to ten courses each year. Included this year, in addition to the Certified Technician Specialist preparatory course, will be a basic A/V hands-on course that is under joint development between the IATSE and InfoComm staff. Also noted, the Training Trust Fund will continue to reimburse members who successfully complete the examination for CTS certification. Finally, it was noted that Representative Adams will continue his assignment to assist in the implementation of the IATSE/ InfoComm program.

*Student Outreach*

The IATSE continues to reach out to students at both the college and high school levels. Examples of recent presentations were given at Columbia College in Hollywood, CA; Rollins College in Winter Park, FL; and the University of North Carolina School of the Arts. At the secondary level, members of the IATSE participate in the Roundabout Theatre's "High School Outreach Program" in New York City. This project brings the experience of learning from professionals in the crafts represented by the IATSE to the classroom. Also included are visits to New York theatres for a behind-the-scenes look of live theatre. Introducing students who will become the next generation of workers in the entertainment industry to the entertainment union makes good sense for them and the IATSE.

President Loeb remarked that one of the goals of the International's Education Department is to tighten and enhance the skills of officers at the International and Local levels. To that end, the International will be offering an intensive five-day certification program that will be specific to the industry in which we work. He explained that the education session on Wednesday, January 15, 2014 would enlist input from local union officers and representatives to help the International determine the content of the officer certification program.

President Loeb observed that the LEAP continues to grow and he encourages Locals to use it, particularly if a Local does not have its own education/training fund. He noted that the International is the only labor organization involved in the OSHA-USITT Alliance, pointing out that the International's participation is important. He stressed the significance of the ICAP and Training Trust involvement in standards writing, explaining that those with industry experience (like the ICAP) should and must be involved in drafting rules that apply to the work done by the IATSE and its members.

President Loeb pointed out that the new agreement with InfoComm has been improved and he strongly encourages every member to take advantage of the certification courses. He noted that the Department's student outreach efforts are important because anyone who is/will be successful in the business will have contact with the IATSE.

Regarding personnel, President Loeb stated that Assistant Director Cavanagh will be a huge

help to the Education Department given the priority the International has placed on education/training. He thanked all the members of the ICAP, former Education Assistant Margaret LaBombard and the Locals for their work on Departmental initiatives. He especially thanked the General Executive Board for its leadership, support and participation regarding the Education Department's programs, including the Training Trust and the ICAP.

PRESIDENT LOEB: Microphone No. 5.

DELEGATE DOONER, Local 800: Good morning, President Loeb, members of the Executive Board, and Official Family.

I rise to note the great value that we members put on the Education Department, which is purely out of the mind of our International President. The training programs that are discussed in this report have just simply grown since this 2014 report. The Officers Institute has gone on to train hundreds and hundreds of our members across the country, and specifically for Local 800 we continue to and look forward to continuing to avail ourselves of the program to ensure that we are the best trained labor leaders in the country. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

That was Dooner from Local 800. Please make sure you state your name and Local number for the stenographer and the record. Thank you.

Microphone No. 6.

DELEGATE IRISH BARBER, Local 665: Mr. President, Irish Barber, Local 665 from Hawaii. I would like to echo what Dooner said. We thank the board and the trustees and the Training Trust for all of the training they provided for our members. Especially being so remote, the online training has been magnificent. The support, everything we've gotten has been stellar. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"IATSE Broadcast Department" (Gavel)

**IATSE BROADCAST DEPARTMENT:**

Department Director Sandra England and International Representatives Steve Belsky and John Culleeny reported to the General Executive Board regarding the IATSE Broadcast Department. The Department has been active in several jurisdictions, working with the local unions in advance of negotiations, with the Locals and employers during the negotiations, and all parties in administering the contracts during their terms. In each jurisdiction the goal is to secure wage and benefit increases along with consistency and parity among local, regional and national contracts. The Department emphasizes increased communication and representation for the Broadcast Locals and their members' interests.

Regional Sports Network (RSN) contracts are currently open for negotiations in Washington State with Root Sports; Washington D.C. with Comcast Sports Net Mid Atlantic, and in Minnesota with Fox Sports Net North. In addition, crewing agreements are up for negotiations in San Francisco, Los Angeles, Arizona, Washington and Oregon.

It was reported that steady progress is being made in the negotiations with the Golf Channel. Following a somewhat contentious representation campaign, including unfair labor practice charges filed against the Golf Channel, things have settled down to building a relationship in the interests of the members. Employees of the Golf Channel held on-line nominations and elections for delegates to the negotiating committee. That committee then prepared the proposals for bargaining. At the time of this report the parties had met four times in productive bargaining sessions. The parties were able to resolve their differences which had led to the unfair charges, and the Union withdrew the charges in a sign of good faith.

FOX Sports 1 & 2 are the new FOX sports cable channels. Agreements are in place for all regions that contain a FOX RSN for the two new channels. In addition, agreements were reached covering this work in San Francisco, New York, Washington and Oregon.

FOX has the broadcast rights for the 2014 Super Bowl. The network will maximize coverage of this event across their entire platform from local affiliates, to multiple cable networks, to over the air FOX Network. The hub of activity will be from the set in New York's Times Square, but broadcasts will generate from ten different venues throughout the area.

The report noted the efforts of the Department to reach out to the various Broadcast Locals to provide

training and services for their members. Recent classes included stewards' training at Locals 745 (Minneapolis) and 793 (Pacific Northwest). The Department will soon begin the publication of an e-newsletter for distribution to Locals with jurisdiction in broadcast. It was reported that a goal of the Department is to maintain a high degree of communication between the International and the Locals to bring state of the art information and methodology to the members in the field.

"IATSE Canadian Affairs" (Gavel)

## IATSE CANADIAN AFFAIRS:

International Vice Presidents John Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barny Haines, Julia Neville and Peter DaPrato, Canadian Office Operations Manager Krista Hurdon, District 11 Representative Rob Shea of Local 411, District 12 Representative Dean Schatz of Local 295, and Canadian Counsel Ernie Schirru reported to the Board on Canadian matters since the last General Executive Board meeting in Boston in July 2013 that are not in the subject of separate reports.

Vice President Lewis reported that the Canadian Office has been busy since the International Convention with representatives and staff working to capacity. He noted that the Canadian Office continues to look for creative and practical ways to improve the servicing levels to the Locals and members. The Canadian Office continues to maximize its use of social media with members and its organized labour allies for the purposes of engaging in political activism. Vice President Lewis went on to explain that the Canadian Office also continues to provide advice, assistance and leadership to IA Locals and members, including collective bargaining assistance, in a Canadian political environment that is becoming increasingly hostile to its members and the organized labour movement in general.

*Local 58, Toronto - Stage*

Vice President Lewis reported that on August 8, 2013, and mere hours before pickets were scheduled to go up, Local 58 reached a tentative agreement with the Corporation of Massey Hall and Roy Thomson Hall, narrowly averting strike action. Local 58 had been in negotiations with the Corporation to renew the collective agreement covering Roy Thompson Hall (2,630-seat concert venue) and Massey Hall (2,765-seat venue) since May 16, 2013 - two weeks prior to the expiration of the agreement.

Negotiations were difficult and involved conciliation and the issuance of a "No-Board" report, both at the request of the employer. The Local requested, and was granted, strike authorization from President Loeb. As the Local prepared for strike action to commence on August 9, 2013, negotiations began to turn around. Prior the commencement of any strike action, Local 58 reached a deal with the Corporation that maintained important terms and conditions and included a 2% wage increase in each of the two year deal.

*Local 63, Winnipeg – Mixed*

In December of 2012, Local 63 reached impasse in negotiations with the Manitoba Centennial Centre Corporation (MCCC) which manages a 2,305-seat performing arts complex. The Local sought assistance and Representative Haines was assigned to kick-start the bargaining. The parties went back to the table and bargained for another six months. Finally, an agreement was reached on June 6, 2013. Highlights of the new five-year contract include a 2.75% wage increase in each year of the agreement, improved Compassionate Leave, the introduction of a "safety footwear" allowance and a family-related leave for up to five paid days per year, as well as many improvements to the health plan including dental, vision, prescription drugs, and the Health Spending Account. The new agreement with the MCCC was unanimously ratified by the Local 63 membership on June 27th.

*Local 105, London / St. Thomas / Sarnia – Mixed*

A Local 105 work stoppage was avoided at the Grand Theatre when a deal was reached by the parties. Despite having reported its 13th successive year of running a surplus, the Theatre was insisting on a wage freeze for at least two years and a number of reductions to the Local's long established working terms and conditions. When the bargaining stalled, the Local filed for conciliation in order to put it in a strike position just prior to the Christmas season which is the busiest and most profitable time of year for the Theatre. The Theatre recognized the Local's strategy and attempted to delay the conciliation process but Local 105 was successful in defeating those efforts to delay.

With this leverage, the Theatre pulled back from its aggressive bargaining stance and an agreement was reached and was overwhelmingly ratified by the membership on November 18, 2013. Highlights of the 5-year agreement include a wage increase of 9% over the term of the agreement, a 1% increase in health benefit contributions in the fifth year of the agreement, participation in the International Training Trust with annual contributions of $1,000 starting in the third year of the agreement and various improvements

to working terms and conditions including greater jurisdiction over hand props.

Vice President Lewis explained that this achievement was bittersweet as Brother John Brady, a long-time member and President of the Local died of cancer during the period of negotiations.

*Local 212, Calgary - Stage*

Vice President Petti, also President of Local 212, reported on recent developments in the Local's dealings with a production called *Redemption*, (which was appropriately re-named to *Forsaken*). Vice President Petti explained that *Forsaken* is an independently co-produced feature film in the $17 million budget range, which features the father and son combo of Donald and Kiefer Sutherland, as well as Demi Moore. The project had been approved for funding by several agencies but it now appears that in July 2013, they made the decision to commence production despite the fact they were still millions of dollars away from closing their financing. Vice President Petti explained that when Local 212 did its risk of default assessment, this project scored very badly and it was determined that both a cash bond of $160,000 and a letter of guarantee from at least one of the production entities would be mandatory.

Vice President Petti reported that while the production company was able to sign contracts with each of the unions, they were slow to deliver on either of the mandatory security requirements and it became clear that there were significant cash-flow issues. After a "voluntary work stoppage" took place on August 2, 2013, the production delivered the cash bond but none of the producers on this project were willing to provide a letter of guarantee. During the second last week of shooting, one of the producers made it known that the unions would need to release their bond monies if the company was to make payroll. Employees were then asked by the company to keep working, despite the lack of funds. Local 212's Set Decoration Department notified the union and did the right thing by turning down the cash offer, as it was clear to them that this practice was completely undermining the Local's ability to represent its members.

Vice President Petti reported that this payroll issue resulted in Local 212 filing an Unfair Labour Practice complaint against various producers attached to the project at the Alberta Labour Board. Local 212 and DGC Alberta also filed an application seeking a common employer declaration against the various producers making them potentially joint and severally liable for amounts owing. Local 669 and ACTRA Alberta joined the Board applications as interested parties while the Canadian Media Producers Association (CMPA) filed for, and obtained, intervener status. The CMPA has taken the position that this application is detrimental to the Canadian production industry as it is apparently attempting to "pierce the corporate veil". There are three producers, three single-use companies and a number of related production companies currently named in the multi-employer application.

On November 29, 2013, a resolution conference was held to try and narrow the scope of issues and schedule hearing dates. To date, there remains approximately $460,000 owed to five Unions and Guilds and several hundred thousand dollars owed to suppliers.

Vice President Petti also reported on developments relating to Local 212's dealings with a television series called *Fargo*. Recent changes to the long-form television distribution model have created some challenges for jurisdictions with contract language that reflects the traditional world of multi-seasonal series produced for network broadcast. In October 2013, Local 212 went into negotiations with local producers for *Fargo*, which is a 10-episode, $32 million, limited series being produced by MGM for distribution on FX Networks. Rather than pay the per-episode rate as assigned in the collective agreement, the local producer insisted that this was not a "one-off" and they should receive first-year series rates. The Local took the position that this was a "one-off" and not multi-seasonal in nature, and therefore the per-episode rate schedule would apply. Negotiations took an 'all or nothing' ultimatum tone and soon reached a state of impasse with the producer who was handling all of the negotiations. The company also refused to provide a corporate letter of guarantee or a cash bond until the Local agreed to a very aggressive list of concessions for breaks and meal penalties and overtime.

Local 212's contract committee unanimously rejected the ultimatum and a "voluntary work stoppage" was imminent. The company was notified of the situation and, after some very contentious meetings, Local 212 was able to leverage a very strong contract with excellent triple time provisions, cash buyouts for non-deductible breakfast, no travel time concessions, as well as a cash performance bond to go along with the corporate letter of guarantee. Needless to say, the members were fairly pleased with the outcome.

Vice President Petti also reported that Local 212 continues to make transitional changes to its promulgated Motion Picture and TV Agreement to mitigate the risk of any future "misunderstandings" regarding television budgets.

*Local 295, Regina/Moose Jaw - Mixed*

Vice President Lewis reported that the collapse of the motion picture and television industry in the province of Saskatchewan has been difficult on the members of Local 295 and has been difficult financially on the Local as well which resulted, in part, to a large turnover of Local officers. Vice President Lewis went on to report that the Local was facing some difficult negotiations in 2013 for its larger theatrical venues and sought the assistance of the International.

The International was able to assist the Local in renegotiating its agreements with the Conexus Arts Centre, the premiere theatrical venue in Regina and at Casino Regina where the Local represents stagehands working in the 724-seat, Vegas-style show lounge. On October 16, 2013 a new 3-year agreement was reached which provides for an 88% wage increase in the first year for engineers to address a long simmering pay equity dispute as well as an overall wage increase of 5.25% over the term of the agreement. The agreement was unanimously ratified by the Local 295 membership on October 22.

The Local also renewed its agreement with Casino Regina during the Fall of 2013 and secured a four-year agreement that provides for a wage increase of 7% over the term of the agreement as well as a clarified trainee rate for Lighting Board Operators, and the addition of a new position and wage rate for Riggers. This renewal agreement was ratified by the membership on October 29, 2013.

Finally, despite the elimination of the provincial tax credit program, the International was able to assist the Local in securing agreements on two low budget productions (approximately $1.5 million each) which received approval of the tax credit program before it was disbanded. While obtaining an agreement on one of the productions was straightforward, the producers on the second production initially attempted to not work under a collective bargaining agreement. Despite the collapse of the industry, the members held together and refused to work on the production until an agreement with the Local was in place. With that show of solidarity, an agreement was reached very quickly.

*Local 300, Saskatoon – Mixed*

Vice President Lewis reported that on April 2, 2013, Local 300 filed an Application for Certification for a unit of AV technicians employed by Inland Audio Visual Ltd. A secret ballot vote was held and the ballot box was sealed. Shortly thereafter, the Local filed an Unfair Labour Practice against Inland Audio and TCU Place after a meeting was held between the Executive Director of TCU Place and employees of Inland Audio Visual. During this meeting the employer stated that should employees join a union, their stability would be jeopardized, as the contract between TCU Place and Inland might be rescinded, causing them to lose hours and possibly, their jobs.

The Unfair Labour Practice application was scheduled for hearing on August 28, 2013. It was resolved by way of an Order, consented to by all parties, resolving that a new vote would be held among the AV technicians. The direction for the new vote was that it would take place by registered mail, with ballots being mailed on September 13, 2013 and returned by September 27, 2013. During the process an extension was allowed for one employee whose ballot was mistakenly sent to the wrong addressee.

On September 23, 2013, Local 300 filed another Unfair Labour Practice against Inland Audio Visual and TCU Place after the Executive Director of TCU Place berated one of the Inland Audio Visual employees, which resulted in Inland Audio Visual indicating to the employee that he would not be allowed to work at TCU Place again. On October 17, 2013 the Local also filed an Objection to Conduct of the Vote and on October 23, 2013, the Local filed yet another Unfair Labour Practice against TCU Place arising from inappropriate discussions between the TCU Executive Director and the Local 300 President.

*Local 514, Montréal - Motion Picture Technicians and Local 667, Eastern Canada - Camera*

Vice President Lewis reported that the International continues to work with Locals 667 and 514 in anticipation of the open period under Bill 32. A number of meetings have taken place with representatives of Locals 514 and 667 along with legal counsel in Quebec, and IA Canadian Counsel Ernie Schirru. A comprehensive report was submitted to President Loeb setting out the legal framework and suggested recommendations.

Vice President Lewis went on to explain that Bill 32 came into effect in Quebec on July 1, 2009 in an attempt by the Provincial Government to bring labour stability through, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32 through the Quebec Labour Relations Board.

Bill 32 sets out four distinct jurisdictional sectors and legislative processes available to the parties to amend or challenge the existing bargaining structures and/or to displace competing trade unions. Vice President Lewis explained that production budget levels used as jurisdictional lines of demarcation in the legislation could also be potentially challenged by the parties if so desired. It was noted that the Canadian Office and Locals 514 and 667 will be ready to act during the open period in the spring of 2014.

*Local 671, Newfoundland / Labrador – Camera and Local 709, Newfoundland / Labrador – Mixed*

Vice President Lewis reported that, due to legal requirements in defining a trade union in Newfoundland and Labrador, the IA chartered two new Locals in the Province in April of 2013 and Representative DaPrato was assigned as the Representative-In-Charge. Since that time, the International has been working to get each Local up and running independently. Vice President Lewis confirmed that in October, 2013, each Local was granted autonomy and their respective Constitution and Bylaws were endorsed. The International also oversaw the running of initial officer elections in the Local. All officers for Local 671 were acclaimed, as were some positions for Local 709. Elections were held December 13, 2013 for Local 709's Vice President, Member-at-Large, and Trustees. All new officers will be sworn into office on January 30, 2014. The newly formed Locals will continue to work closely with Locals 667 and 849 which previously held the jurisdiction for camera and motion picture technicians in the Province. The International has worked with all parties to create a service agreement to enable a smooth transition and to ensure the members are well represented. Vice President Lewis reported that in 2013, four productions were covered by agreements with the new local unions.

*Local B-173, Toronto/Hamilton – Theatre Employees – Special Departments*

Vice President Lewis reported that in addition to a tremendous organizing success which is the subject of a separate report to the General Executive Board, the International also assisted the Local in two sets of collective bargaining negotiations.

With the assistance of the International, the Local was able to secure a new three-year agreement at the 3,000-seat venue and 62 front of house staff bargaining unit at the Sony Centre for the Performing Arts. Highlights of the new agreement include a 7% wage increase over the term of the agreement and the implementation of a 1% contribution to the Canadian Entertainment Industry Retirement Plan. Vice President Lewis noted that this was a huge success for the bargaining team and the membership.

The International also assisted the Local in reaching a renewal agreement with Canada Cinema Distribution Inc. (CCDI), a motion picture distribution company that prepares and distributes films and promotional materials and employs revisers who add movie trailers to all 35mm prints shipped to Canadian cinemas. It was noted that the Local was able to hold the line on any proposed reductions in working terms and conditions and was even able to get some modest improvements to overtime pay. In addition, the Local agreed to a "me-too" clause on wages should the Teamsters, which represents a much larger bargaining unit of drivers, be able to secure a wage increase in their upcoming round of bargaining.

*Local B-906, Charlottetown - Theatre Employees – Special Departments*

Vice President Lewis reported that Local B-906 had been operating for the last ten years in a union vacuum. The Local was not adhering to its own Constitution and Bylaws, it held no membership meetings and did not ratify collective agreements. In the Spring of 2013, a few of the members of the Local were so frustrated with the union that they contacted the Canadian Labour Congress to inquire how to decertify. Fortunately, the person they contacted was familiar with the IA, and informed the members that the IA was a large International union that represents entertainment workers all across North America and that they should contact the International. It was at that point that Tamara Gough, the current President of Local B-906, contacted the Canadian Office.

Vice President Lewis explained that it did not take long to realize that there was no real structure within the Local. While assisting the Local in bargaining with its sole employer, the Confederation Centre of the Arts, Vice President Lewis reported that he discovered that a large number of individuals were not brought into membership with the International and a similarly large number of former members were never removed from the IA's records.

The Canadian Office continues to work with the Local to re-establish structure to the Local. Representative DaPrato has been assigned to assist the Local in revising its Constitution and Bylaws. With the assistance of the Canadian Office, the Local was able to achieve a 2% increase in each of the three year renewal agreement reached with the Confederation Centre of the Arts, the removal of obsolete job classifications and the re-institution of

language allowing part-time employees to join the health plan.

*Great Lakes Installation Agreement*

Great Lakes Scenic is a props and set construction shop based in Southwest Ontario and is signatory to collective agreements with Locals 129 and 828. Great Lakes Scenic is the sister company to F&D Scenic based in Calgary, Alberta which is signatory with Local 212. Both companies build not only traditional theatrical sets and props, but also sets for zoos, museums, condominium developers and retail stores like Lego.

Vice President Lewis reported that he met with the owner of Great Lakes in September 2013 to discuss the company's expansion of its non-theatrical installation work throughout North America and the possibility of securing an agreement ensuring the use of IA crews for this installation work. With President Loeb's approval, Vice President Lewis has commenced negotiations for an International Installation Agreement which would establish working terms and conditions with Local wage rates similar to the Global Spectrum Agreement. The Agreement would exclude any installation work where a Local of the IA has a pre-existing agreement.

During the ongoing negotiations with Great Lakes, the company commenced new installation projects at Lego Stores in Kansas City and Atlanta. Vice President Lewis reported that he put Great Lakes in contact with the Business Agents of Locals 31 and 927 and they were able to reach an agreement to perform the work with IA crews. It is anticipated that a term agreement will be reached with Great Lakes and possibly F&D in the near future and Vice President Lewis will report back to the General Executive Board on developments in this regard.

*CEP-CAW Merger*

Two of Canada's biggest private-sector labour unions, the Canadian Auto Workers (CAW) and the Communications, Energy and Paperworkers (CEP) recently merged to form the new 320,000-member UNIFOR over the Labour Day weekend in 2013. Vice President Lewis explained that this merger is of interest to the IA, as CEP is the parent union for both NABET and ACFC, two of the three competing unions in Canada representing motion picture technicians.

It was reported that based on the initial findings of the Canadian Office, UNIFOR is developing an associated membership status so that working people can receive benefits being associated with the union even though they are not working under a collective agreement. Access to union discount programs and union health and pension plans are being implemented. Independent of this initiative, Jason Vergnano, Business Agent of Local 56 raised a similar idea with the Canadian Office to examine the possibility of offering benefits to non-members who work in our industry and who may be the target of a future organizing drive. At the direction of President Loeb, Representative Julia Neville is working on a report that considers this policy for the IATSE.

The Canadian Office will continue to monitor the evolution of UNIFOR and to what extent, if any, it may impact the IA's bargaining rights, particularly in the motion picture and television production industry.

*IATSE Canadian Legal Database*

The Canadian Office continues to maintain a database of legal decisions issued in proceedings involving Canadian Locals. Vice President Lewis explained that the Canadian Office has been focused on improving access to such decisions in order assist Canadian Locals and their legal representatives in their interactions with the legal system.

The database, which is continuously updated as new decisions are released or Locals discover older decisions, now contains 235 decisions involving IATSE Canadian Locals over the last twelve years, as well as the more significant, landmark decisions dating back to the 1980's. When the Canadian Office receives a decision, it is sent to legal counsel for preparation of a brief summary. The full version of the new decision, as well as the entire list of summarized decisions, are then sent to the local unions and lawyers who are regularly used across Canada by the IA.

The legal database has proven to be an effective resource for Canadian Locals and, because sometimes decisions are not released, our lawyers across the country have also commented on how useful it has been in providing assistance to Locals. The Canadian Office has recently begun providing summaries translated into French so that French-speaking Locals will have the full opportunity to benefit from the database.

*Remote Access to Electronic Filing System*

Vice President Lewis reported that the Canadian Office is continuing to discover new ways to make information accessible to Canadian Representatives who are spread out across the country. In 2013, with the assistance of IT Manager Jimmy Rainey in the General Office, the Canadian Office upgraded its computer system to

include a proper server. This upgrade has allowed the Canadian Office to store its digital files on a separate, secure device, and made possible the use of Virtual Private Network (VPN) technology. The VPN now provides all Canadian Representatives with access to the Canadian Office's digital files from their own computers, without having to physically be in the Canadian Office. This is especially helpful when Representatives are travelling or for those who live in time zones different from the Canadian Office.

President Loeb congratulated the Canadian Office on its successes since the Boston General Executive Board meeting in July 2013. He stated that the Canadian Office leads by example with its continued pursuit of progressive initiatives in cooperation with Canadian Locals. President Loeb noted that this cooperation makes the best use of the IA's resources and the unified approach provides strength and influence to the IA's voice. President Loeb also emphasized the need for the Canadian Office to continue its effort to remain politically active as the anti-union political climate in Canada is translating into employers taking more conservative positions at the bargaining table.

"IATSE-PAC Report" (Gavel)

**IATSE-PAC REPORT:**

The IATSE-PAC Committee comprised of Vice Presidents J. Walter Cahill, Thom Davis, Anthony DePaulo, John Ford, and Craig Carlson, and Assistant to the President Deborah Reid and West Coast Counsel James Varga appeared before the Board to present an update on the IATSE-PAC.

It was reported that the IATSE-PAC has been realizing gradual increases in contributions and PAC funds have more than doubled over the past few years. This is the result of the more active role taken by many local unions that realize the need to provide financial support to candidates for elective office who are supportive of working men and women. Based on a recent report from the PAC records, there are 336 Locals in the United States with a combined membership of over 100,000 who are all eligible to contribute to the PAC. As of January 3, 2014, the total number of members who contributed to the PAC in 2013 is just over 1,900, with approximately 230 of them contributing on a regular sustaining monthly basis. While there has been some improvement, and the numbers indicate some success in our fund raising efforts, it is clear that we can and must do better if we are going to continue to participate in the political arena.

It was noted that New York Wardrobe Local 764 held its 2013 annual quilt raffle and raised a total of over $11,000 for the IATSE-PAC. Local 764 first began conducting quilt raffles in 2002. This is one example of a local union that came up with an idea that has had tremendous results. Over the course of the past twelve years, Local 764 has raised more than $82,000 for the IATSE-PAC. The PAC Committee is grateful to the Local for its persistence and thanked them for continuing to hold the quilt raffle on an annual basis.

In an attempt to increase contributions to the IATSE-PAC, Vice President Cahill pointed out that if everyone in attendance at this Board meeting were to sign up one additional member every other month, the number of regular monthly contributors to the IATSE-PAC could increase to approximately 1,000 by 2015. President Loeb agreed that the need to increase PAC funds is essential to the IATSE's visibility in the political arena and this method of soliciting contributions would be helpful to raise funds for the PAC. President Loeb therefore asked that everyone in attendance take on the challenge proposed by Vice President Cahill and sign up one member every other month.

The PAC committee welcomes and encourages local unions to conduct fund raising activities, and some ideas are included in the IATSE-PAC Guidebook for Local Unions. Prior to conducting such activities, the Locals are asked to contact Vice President Cahill and/or Assistant to the President Reid in order that such activities may be researched and confirmed with legal counsel.

Many Locals are now requesting supplies of PAC forms so they can be distributed to their members, whether that distribution be in mailings, at membership meetings and/or at worksites such as theatres, motion picture studios and convention centers. Any local union wishing to obtain a supply of forms should do so by contacting the General Office.

As we head into the 2014 federal elections in the U.S., local unions are encouraged to send information to President Loeb's office regarding candidates in their area who are friendly to working families and deserving of the Committee's consideration for financial assistance from the PAC. The Committee engages in an extensive vetting process to determine where the funds will be distributed and this process requires thorough research of the candidates in order to use the PAC funds wisely and to the greatest benefit to the IATSE. By increasing contributions to the PAC, the IATSE's voice will be more broadly heard and will increase visibility across the country.

"IATSE Tradeshow Participation" (Gavel)

## IATSE TRADESHOW PARTICIPATION:

International Vice President William E. Gearns, Jr., Assistant to the President Sean McGuire and International Representative Mark Kiracofe reported on the various tradeshows that the International has participated in as an exhibitor since the International Convention in July 2013. The following are those reported:

- SIGGRAPH 2013 in Anaheim, CA, July 23-25
- PLASA Focus in Austin, TX, September 10 & 11
- LDI in Las Vegas, NV, November 22-24
- IAEE Expo! Expo! in Houston, TX, December 10-12

Representative Kiracofe expounded on the characteristics of each show and why it was beneficial for the IATSE to participate as an exhibitor. He also reported that the union would be exhibiting at the following upcoming shows between now and the 2014 Mid-Summer Board meeting:

- PLASA Focus in Nashville, TN, February 18 & 19
- EXHIBITOR2014 in Las Vegas, NV, March 17 – 19
- USITT in Fort Worth, TX, March 27 – 29
- PLASA Focus in Baltimore, MD, May 8 & 9
- InfoComm in Las Vegas, NV, June 18 – 20

President Loeb expressed his thanks for the report and emphasized the importance of the IA's participation in these tradeshow events to maintain visibility in the industry and because it is part of the IA's core jurisdiction.

"IATSE Young Workers"

## IATSE YOUNG WORKERS:

Director of Communications Emily Tao, Assistant Director of Stagecraft D. Joseph Hartnett, Local 764 Business Representative Leah Okin and Local 8 Secretary-Treasurer Jonathan Tortorice appeared before the Board to report on the activities of the IATSE Young Workers Committee.

*AFL-CIO Convention: Young Worker Sessions*

Director Tao attended the Young Worker activities at the AFL-CIO Convention in Los Angeles in September 2013. On September 7th, a Young Workers solidarity action was held, called "On the Hunt for Justice," with approximately 30 other young workers from various unions and advocacy groups. Young Worker meet-ups were held each morning before the Convention proceedings to recap action sessions, discuss Convention resolutions, and supporting Domestic Workers during a press conference.

Director Tao also attended a Young Workers action session to discuss ways for young members to get involved and develop leadership skills. New organizing strategies were discussed. Community relationships were strongly emphasized, as well as focusing on just one or two important goals instead of trying to achieve multiple goals.

*AFL-CIO Young Worker Advisory Council Affiliate Meeting*

On November 1st, Director Tao attended the AFL-CIO's Young Worker Advisory Council (YWAC) affiliates meeting at the AFL-CIO headquarters in Washington, D.C. The meeting involved a discussion of the YWAC program as it currently stands, next steps, and the implementation of the AFL-CIO Convention's Resolution 10, "Investing in Our Future: Young Workers and Youth Engagement."

The IATSE's Young Workers Committee will continue working with the AFL-CIO's Young Worker Advisory Council as they partner with State Federations and CLC Advisory Committees to fold young worker development into strategic plans over the next four years.

*New York City IATSE Young Workers*

The initial meeting to discuss the formation of a New York City IATSE Young Worker group was held on October 28th. Director of Education Patricia White and Local 764 Business Representative Leah Okin reached out to leaders of New York City Locals, inviting them to discuss creating a Young Worker group in New York City.

The meeting was attended by local union officers, board members, and young workers. Sister Okin spoke to the group about her experience forming and working with Young Worker groups. Sister Okin also noted that Young Worker groups can strengthen a union and foster a greater sense of solidarity between Locals and crafts, and offered examples of how this is done.

*New York City I.A.T.S.E Young Workers Holiday Food Drive*

Sister Okin suggested that the New York City Young Workers participate in a Holiday Food Drive, giving Locals in the City's five boroughs an opportunity to participate in ways that best suited them, their members and young workers.

In early November the first meeting to plan the food drive was held and was attended by young workers representing an array of Locals and crafts. Attendees agreed to participate in City Harvest's annual food drive and were asked to set up donation sites. City Harvest, which strives to end hunger in communities throughout New York City, supplied materials, and a poster for the food drive was designed by Whitney Adams, a young worker from Local USA829. A total of 20 donation sites were set up across the city in theatres, sound stages, supply houses, general manager's offices, and union offices. Young Workers promoted the food drive at membership meetings and coordinated advertising in Local newsletters, on websites, and on social media.

Between November 8th and January 10th the Young Worker group met every few weeks and stayed in touch by email. The Young Workers were able to reach out and ask for help and keep one another on task. Communications Outreach Coordinator Molly Katchpole created an online map that marked each donation location that was easily shared online.

On January 9th, the NYC Young Workers group held their final donation and grand total event. All Locals were invited to meet the New York City Young Workers who worked so hard to make this food drive a success – and to hear the grand total announced. The New York City IATSE Young Workers collected 2,900 pounds of food and cash donations for the City Harvest annual food drive.

Local 764 Business Representative Okin expressed thanks to all Locals that participated in the food drive, the leadership who supported it, those who donated, and the young workers who worked hard to make it successful. Sister Okin also thanked Director of Education White for guiding the process along, and President Loeb and General Secretary-Treasurer Wood for allowing the IATSE General Office to collect donations. The Young Workers Committee thanked President Loeb for starting the IATSE Young Workers program and for his continued support.

*IATSE Young Worker Survey/ Future Conference*

Assistant Stagecraft Director Joe Hartnett reported that in September 2013 a survey was sent to all of the attendees of the past Young Worker Conferences. A separate survey was also sent to Local officers. The purpose of these surveys was to get a better idea of the potential number of attendees for a future Young Worker Conference in 2014 and what time of year would work best for local unions to send Young Workers and for the Young Workers themselves. The secondary questions of the survey tried to garner a picture of what the attendees have done since the Young Workers Conferences in Philadelphia in regard to the Four Pillars outlined at the Quadrennial Convention in Boston. The survey results were compiled and options are being considered for the location for a Young Workers Conference in the fall of 2014.

President Loeb remarked that an organization does not have a future unless there is a "next-up." He praised the young workers for their energy and ideas and congratulated them on the success of the 2013 Holiday Food Drive. He further noted that events like the food drive have an organic effect and show that the IA cares about the community. He observed that many of the Young Worker's activities fall under the "Activism Pillar" and he thanked the YW for being an important asset to the International.

PRESIDENT LOEB: Microphone No. 7.

DELEGATE RAYMOND BROWN, Local 479: President Loeb, Ray Brown, President of Local 479, Georgia/Alabama. I wish to thank you today on behalf of the young workers at our Local. You have inspired us, those who have attended the GEBs. You continue to inspire the leaders of the Locals to rally the troops, rally the young workers. Through your leadership and your guidance, I'm proud to report to you today, sir, that our Local 479 Young Workers have raised just under $100,000 for the community that we serve.

I thank you for your continued support and your leadership.

*(Applause)*

PRESIDENT LOEB: Thank you, Ray.

Microphone No. 6.

DELEGATE JOSEPH SACCO, Local 720: Mr. President, Joe Sacco from Local 720. I just want to thank you for initiating the Young Workers. We have grown so much in our solidarity in our Local. We also raised quite a bit of money around the holidays, over $30,000.

This is invaluable to the growth and the strength of our union. I just want to thank you.

*(Applause)*

PRESIDENT LOEB: Thank you very much. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"International Low Budget Agreement"

## INTERNATIONAL LOW BUDGET AGREEMENT:

International Vice Presidents Michael F. Miller, Jr., John Ford and Phil LoCicero, Assistant Department Directors Dan Mahoney and Vanessa Holtgrewe, International Representative Lyle Trachtenberg, West Coast Counsel James G. Varga, as well as Colleen Donohue (Local 161), Cathy Repola (Local 700), Tommy Cole (Local 706), and Cecilia Friederichs (Local USA829) reported to the Board regarding the status of the Low Budget Theatrical Agreement. In addition to those above, the Low Budget Agreement bargaining committee consisted of Counsel Dale Short, Jon Hendry (Local 480), Robert Riggs (Local 488), and Patric Abaravich (Local 728).

The Low Budget Theatrical Agreement expired December 31, 2013. Negotiations for a successor agreement began in November in Los Angeles and concluded in early January. The new Agreement will provide for extensive limitations on subcontracting that will protect the work of IATSE members. There are specific times where an employer may submit a request to the IA in advance and such subcontracting request shall be considered by the IATSE. Further, the Agreement specifically acknowledges that there is no space between camera and picture editorial that is non-union. This includes all areas controlled by the employer on-set, near-set, and mobile labs.

The report included note of some important quality of life gains in this round of negotiations. These include weekend turnaround, "portal to portal" language for daily turnaround, specialized hazard work pay, and the invaded hours for rest periods were increased. Meal penalties and per diem were increased as well, and wages will track the Major's Agreement for the first two years, and 3% in the third year. Set Teachers and Publicists are also recognized in this Agreement and have wages at the Key rate. Also, in tiers where they have not previously had established rates, the wages of POCs, APOCs, Accountants, Assistant Accountants, and Art Department Coordinators are now addressed in the Agreement.

It was noted that the Low Budget Theatrical Agreement has some of the most beneficial working conditions of any of the IATSE's national contracts. The new gains will continue to encourage producers to carefully plan their production schedules so as to provide a safe and healthy work environment for IATSE members.

PRESIDENT LOEB: Microphone No. 2.

DELEGATE PAUL AHRENS, Local 44: Mr. President, Paul Ahrens, Local 44, Affiliated Property Craftspersons. When explaining the Low Budget Theatrical Agreement to our members, they're often very surprised and pleased to find out that this contract has many terms and conditions that are superior to several other contracts: Across the board ten-hour turnaround for IA workers whether on or off production, specialized hazard pay, portal-to-portal language for daily turnaround, weekend turnaround, and triple time pay for all hours worked after 15. These are definitely quality-of-life issues which are embedded in this contract.

This contract also stakes out another important marker: Reimbursement for drive-to is tied to IRS mileage reimbursement rate.

Finally, members who are short of MPI qualifying hours are quite pleased to have so many additional opportunities to earn more hours by working on Tier 1, 2 or 3 productions. Literally hundreds of thousands of MPI hours have been generated by the Low Budget Theatrical Agreement that never would have existed before.

This contract has brought many positive benefits for IATSE members in my Local and coast to coast. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE COLLEEN DONAHUE, Local 161: Colleen Donahue, Local 161. I just want to say thank you to Vice President Miller and yourself for working so hard to finally establish rates in this agreement for production coordinators and accountants. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE MICHAEL AKINS, Local 479: President Loeb, Mike Akins from Local 479. I'd like to thank the Board for this contract. What it has meant in the city of Atlanta, Georgia, it has allowed us to organize the low-budget work that's come through town. It is a wonderful contract for the workers and it has increased the number of contributions to their health and welfare benefits on these very, very low-budget things. Thank you again.

*(Applause)*

PRESIDENT LOEB: Thanks, Mike. Turn off the light.

*(Laughter)*

There you go. We'll hear more on the Green Committee later, so we want to make sure the lights get turned off.

*(Laughter)*

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"PAC-12"

## PAC-12:

International Vice Presidents J. Walter Cahill and William E. Gearns, Jr., Broadcast Department Director Sandra England, IATSE consultant Alec French of Thorsen French Advocacy and In-House Counsel Samantha Dulaney gave the Board an update on the International's activities regarding PAC-12 Networks.

Director England stated that in addition to the area standards bannering on the ground and on social media platforms, the International has received tremendous support from federal and state Congressional representatives who are alumni of PAC-12 colleges and universities, including Representatives Judy Chu, Adam Schiff, and Linda Sanchez, as well as California State Representatives Raul Bocanegra, Lorena Gonzales, Roger Hernandez, Nancy Skinner, and Das Williams. In addition, Vice President Miller has been an important conduit to the California Labor Federation. The state labor federations of Arizona, California, Oregon and Washington have sent joint letters to the PAC-12 to encourage a resolution of the dispute. These Representatives and federations support the International's efforts to provide the PAC-12 broadcast technicians with area standard wages and benefits. The International extends its sincere appreciation to these legislators and state federations for making the IATSE's fight a part of their labor agenda.

Consultant French explained in detail the International's political relations strategy going forward, advising that his firm and Vice President Cahill will broaden their outreach to politicians from the PAC-12 states to educate them about the PAC-12's failure to pay area standard wages and benefits to technicians and to enlist their support for the International's campaign.

President Loeb observed that the International's efforts regarding the PAC-12 involve the Activism and Communications Pillars of the International's 2013 Convention. He stated that he will continue to fight against unfair treatment of workers who help to broadcast sporting events shown on the PAC-12 Networks. He singled out Director England for her tireless efforts on behalf of the technicians who work for PAC-12 Networks.

PRESIDENT LOEB: Microphone 7.

DELEGATE FRANCIS O'HERN, Local 762: Fran O'Hern, Local 762. I'd like to thank the International and especially President Loeb and the heads of all the departments for standing behind us in this fight with the PAC-12. It's not over and we won't rest until we bring all the PAC-12 work under contract.

*(Applause)*

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Political Report" (Gavel)

## POLITICAL REPORT:

Appearing before the Board to present a report on the IATSE's political program were International Vice Presidents J. Walter Cahill and John Lewis, Assistant to the President Deborah Reid and Canadian Office Operations Manager Krista Hurdon.

It was reported that in September 2013, after the IATSE Convention, Vice President Cahill and Assistant to the President Reid resumed their schedule of regular monthly conference calls with the Chairpersons and Secretaries of the IATSE Districts in the United States.

During the last few months of the 2012 election cycle, regularly scheduled conference calls with the District leadership were initiated and have continued as part of the International's political program. As directed by President Loeb, these conference calls will continue so that the International and the Districts may continue to exchange information and the local unions in each District may receive and disseminate information to their respective memberships regarding political and legislative matters.

Each District Secretary was notified of President Loeb's request that they submit monthly reports to the International. These reports will be comprised of a summary of activities by the Locals in each District as it relates to their political, legislative, community involvement and participation. Local unions are urged to provide information to their respective District Secretary so they may prepare these monthly reports.

It was also reported that IATSE local union officers are becoming more and more active in their areas and are providing the IATSE with a greater voice on the local and state levels of the AFL-CIO as well as in the political arena. A number of local union officers hold a seat on the Executive Committee of their CLC's or State Federations. Two of the more recent additions are Brother Dan'l Cook, President of Las Vegas Local 720, who was unanimously elected in October 2013 to serve as the President of the Nevada State AFL-CIO, and Sister Colleen Glynn, Business Agent of Boston Stage Local 11 who was elected to serve on the Executive Board of the Greater Boston Labor Council. It was noted that this is the first time in the history of the Local that they have held a seat on the Council. In addition, Brother James J. Claffey, Jr., President of New York City Local One was appointed to serve as a member of the Honorary Inaugural Committee for New York City Mayor Bill de Blasio.

As a result of the AFL-CIO Convention Resolution #28: Solidarity, Effectiveness and Accountability at the Grassroots: State Federations, Central Labor Bodies and Affiliates, there were four regional conferences conducted by the AFL-CIO from November to December 2013. The purpose of the conferences was to provide an opportunity for representatives from AFL-CIO affiliates and State federations to discuss common goals, set priorities, hold each other accountable and plan the implementation of their program to work with the national AFL-CIO in revitalizing the labor movement in the United States. On behalf of the IATSE, President Loeb assigned a number of International officers, representatives and District Secretaries to attend the conferences.

The political climate in the United States continues to be rife with challenges on every level of the legislature. There are those in Washington, D.C. who put their own personal agenda above the needs and concerns of working men and women across the country as demonstrated by the government shutdown in October 2013. On the state level there are a number of Governors who are following the lead of those in states like Wisconsin, Ohio and Michigan. They continue to attack workers with the introduction or execution of legislation intended to diminish the rights and protections of working families.

As we enter the 2014 mid-term election cycle, local unions will soon receive a data sheet to complete and return to the International that will allow direct communication with the Local Union Coordinators or other designees who will be available to work on our grassroots efforts in their areas. We will need to be persistent in our efforts on the ground to ensure that candidates who are friendly to working people and attentive to the needs of the labor community, will be elected in November.

It was noted that the AFL-CIO Political Director and Campaigns Director would be making a presentation at this Board meeting which would provide a more extensive presentation on the political landscape throughout the United States.

Vice President Lewis and Canadian Office Operations Manager Hurdon reported extensively to the Board on a number of issues and potential legislation on both the federal and provincial levels that are currently facing labour in Canada.

Labour's fight continues against such federal legislation as Bill C-377 (unfairly singles out unions regarding financial disclosure), Bill C-525 (makes it more difficult to organize, and easier to decertify existing union workplaces), Bill C-4 (weakens the rights of workers to refuse unsafe work, weakens protections for laid off workers), and Bill C-38 (employment/unemployment insurance). Also on the federal level are efforts to reform the Canada Pension Plan (CPP) whereby some improvements are proposed but not to any great extent that will benefit working people. While there is support for improving the CPP, Conservatives continue to fight for changes requiring workers contribute to their own retirement and providing employers with little or no responsibility. The Conservative government will also be redefining boundaries for many electoral ridings, increasing their number of seats in Parliament by 30 which is their primary goal in this process.

Among the issues facing labour on the provincial level are: raising the minimum wage, stripping labour's rights to binding mediation, and forbidding public sector workers from their right to strike. It was noted that the mere mention of "strike" by union officials in the province of Alberta can now trigger financial penalties of up to $1 million per day. It was reported that in 2014 some provinces will be holding elections on the municipal level and the Canadian Labour Congress (CLC) is actively seeking to recruit and endorse labour-friendly candidates and emphasizes the need for grassroots efforts to vote for these candidates.

As reported at other Board meetings, the CLC continues its campaign to change the perception of unions in the minds of both the public and some union members. The campaign, entitled "Together, Fairness Works", was carefully designed with the first step planned to educate local union officers and leaders so as to provide them the tools they need to speak to their members. It was noted that all International Officers, Representatives and Staff (in Canada) participated in these training sessions, as well as 38 representatives from IATSE Canadian local unions.

The campaign to sway the general public was launched in mid-October 2013 by the CLC with a soft-sell television commercial that ran for ten weeks on a number of both English and French-speaking television channels throughout Canada. A video of the commercial was presented to the Board and may be viewed on YouTube by searching "CLC Fairness Work" or type the URL in your browser: http://www.youtube.com/watch?v=nhlnxpMMqk0. It was noted that the IATSE Canadian office designed IATSE-specific posters for the "Together, Fairness Works" campaign, and continues to follow the lead of the CLC on social media.

It is clear that the labor community, both in the United States and in Canada, is fighting on all fronts to get the progressive message out in efforts to protect all workers. All communication tools available are being used in these efforts including meetings with elected representatives, rallies, print media, television ads, email campaigns, online petitions, websites and social media. There is still much to do, and wherever possible, the IATSE will encourage our Local unions and members to become engaged and join the fight.

"Motion Picture Industry Pension and Health Plans" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS:

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other MPIPHP Labor Directors Ed Brown (Local 44), Colleen Donohue (Local 161), Bruce Doering (Local 600), Ron Kutak (Local 700), Tommy Cole (Local 706) and Scott Roth (Local 800), reported to the Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

It was reported that the combined value of Plan assets as of November 30, 2013 stood at $7.5 billion. This is an increase of $460 million since year-end 2012. The Pension Plan assets grew by $176 million to $3.2 billion. The Individual Account Plan (IAP) now stands at $3.5 billion, an increase of $230 million since 2012. The value of the Actives Health Plan increased by $71 million to $677 million, and the Retiree Health Plan decreased by $19 million, to $65 million.

As of November 30th, the MPIPHP investment returns were at approximately 7.5%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that is prudent over the long term for plans such as the MPIPHP.

Through November 30, 2013 the MPIPHP received over 74 million hours and is trending towards 78 million hours in 2013. This will exceed the bargaining parties' assumptions of 75 million hours of covered employment. Also exceeding expectations this year are the employer contributions due to the increased hourly contribution rates negotiated into single production agreements as well as the AICP and other term agreements, and residual contributions into the MPIPHP. The Plans report that as of November 30th, residuals have exceeded 2012 totals by $8 million.

The Actives Health Plan has over 43,000 participants with an average annualized cost of $11,200 per participant. The Retiree Plan consists of over 15,000 participants with an annualized cost of over $8,000 per participant. The total healthcare cost is estimated to be $585 million between the two Plans. The MPIPHP projects that as of December 31, the reserve levels will be 18 months in the Actives Plan and 9.3 months in the Retiree Plan.

The Directors also reported on the elimination of the MPIPHP Home Plan as of April 1, 2014. The Home Plan was created over a decade ago to deal with a small contingent of participants that were residing outside the MPIPHP areas. As domestic tax incentives impacted the work patterns across the IATSE's jurisdictions, the Home Plan grew

exponentially. This growth, unanticipated at the creation of the Home Plan, has created economic and resource draining hardships on the Plans. Home Plan participants do not count towards residuals for pro-rating or triggering residuals, and contribution rates are at the lower, L.A. Basic Agreement rates, thus creating a "double hit" to the MPIPHP. This deficit is subsidized by the participants working under the Basic Agreement and other agreements that require residuals and higher contribution rates.

The Directors of the MPIPHP also recognized that there are participants who have actually changed their permanent address and qualified for the Home Plan and could be adversely impacted by a wholesale cancellation of the Home Plan. Therefore, it was determined that any participant who qualified for the Home Plan before April 1, 2014 would be grandfathered and allowed to continue in the MPIPHP. However, after April 1, no new Home Plan participants will be accepted by the MPIPHP.

The Directors announced that Julia Nicholson has been hired by the MPIPHP to serve as CEO. Ms. Nicholson comes to the MPIPHP from the UFCW & Employers Trust, where she most recently served as Vice President of Operations. She has an extensive résumé of experience in the Taft-Hartley benefit area.

"Navy Pier, Article XX"

## NAVY PIER, ARTICLE XX:

International Vice President Craig Carlson and In-House Counsel Samantha Dulaney reported to the Board on the favorable result for the International regarding charges that had been filed by the United Steel Workers (USW) under Article XX (raiding) of the AFL-CIO Constitution and Bylaws.

By way of background, on November 28, 2012 the USW (on behalf of its Local 17) charged the IA with violating Article XX, Sections 2 and 3 for work related to Navy Pier Incorporated's ("NPI") Winter WonderFest ("WWF"). The work at issue involved "soft goods" and "decorator" work that are an integral part of the scenic elements of WWF. The evidence established that IATSE Local 2 and USW Local 17 had both done work at WWF. Significantly, however, Local 17 only performed work at WWF through contractors while Local 2 always enjoyed a direct employment relationship with whatever quasi-governmental agency was operating Chicago's Navy Pier. Local 17 had never exclusively done "soft goods" work at WWF.

In January of last year, Vice President Carlson, Counsel Dulaney and Chicago-based labor attorney Joe Burns participated in mediation at the AFL-CIO in Washington in an attempt to resolve the dispute without arbitration. That was not successful and the parties returned to Washington for a hearing before Arbitrator Howard Lesnick on May 22. On July 26, 2013, Arbitrator Lesnick issued his ruling in favor of the IATSE. He found (and as USW conceded in its brief) that Local 2 has previously installed "soft goods" and "decorator" work at WWF and elsewhere at Navy Pier; USW does not have now and never has had exclusive jurisdiction over the work at WWF. He also found that USW Local 17 worked at Navy Pier only for contractors hired by the Metropolitan Pier & Exposition Authority ("MPEA"), the public entity that previously operated Navy Pier and WWF. He also determined that MPEA has never employed any person represented by USW. However, when NPI became legally responsible for operations at Navy Pier, NPI determined in its business judgment not to use outside contractors to do WWF work. Instead, it assigned the work to Local 2's members who had previously done this exact type of work on hundreds, if not thousands, of staged entertainment events work at Navy Pier. He found that Local 2 had always performed this work at Navy Pier. It is significant that the type of work at WWF is not "booth, display, and exhibit" work that USW has traditionally performed at Navy Pier and for which Local 2 has never made a claim that its collective bargaining agreement applies. Rather, Local 2 only performed the work that it has traditionally performed when the employer of record was signatory to a Local 2 labor agreement.

Undaunted, the USW appealed the arbitrator's decision to the AFL-CIO Executive Board which designated its authority to a 3-member panel lead by Secretary-Treasurer Elizabeth Shuler. On December 12, 2013, the parties again traveled to Washington for the appeal and on December 16, 2013, the panel affirmed Arbitrator Lesnick's decision. Vice President Carlson thanked Counsel Burns for his constant and tremendous legal guidance and Counsel Dulaney for her tenacity and preparation.

President Loeb noted Vice President Carlson's tireless efforts on behalf of his membership and the stagehands at Navy Pier. He congratulated Vice President Carlson on this great victory and for securing this work for Local 2.

PRESIDENT LOEB: Microphone 7.

DELEGATE DANIEL K. KERINS, Local 2: Mr. President, Kelly Kerins, President of Stagehands

Union, Local 2, Chicago. Local 2 thanks you, President Loeb, for taking up the fight with the Steelworkers and assigning legal support from General Counsel Samantha Dulaney.

Thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thank you. (Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Non-League Touring Companies" (Gavel)

## NON-LEAGUE TOURING COMPANIES:

Vice Presidents Daniel Di Tolla and Anthony DePaulo, Education Department Director Patricia A. White and In-House Counsel Samantha Dulaney, appeared before the Board to give an update on collective bargaining negotiations with non-Broadway League touring companies.

For the first time, representatives from Networks, Troika and Worklite are bargaining jointly on behalf of their companies as well as Phoenix and Big League. The IA bargaining committee consists of Vice Presidents DePaulo and Di Tolla, Director of Education White, In-House Counsel Dulaney, Special Representatives Don Martin and Brian Munroe as well as rank and file members from stage, wardrobe and make-up and hair departments who work for these companies as well as The Broadway League/Disney Theatrical. Negotiations are ongoing with the non-Broadway League touring companies and are scheduled to resume on January 21 – 22, 2014 at the General Office.

"Nova Scotia Provincial Election" (Gavel)

## NOVA SCOTIA PROVINCIAL ELECTION:

International Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board on the recent Nova Scotia Provincial elections.

It was reported that, pursuant to President Loeb's direction as most recently confirmed at the 2013 Mid-Summer Board meeting in Boston, the Canadian Office was actively engaged in the Nova Scotia Provincial election along with IA Locals 667, 680, 848, 849 and B-848.

The Canadian Office assisted in any way possible including the following:

- Vice President Lewis and Representative Peter DaPrato travelled to Halifax during the election campaign to assist, through telephone conversations and face-to-face conversations with members, either on set or in theatres.

- After consulting with the Nova Scotia Federation of Labour and with legal counsel, the International, through its Federal Speech PAC, contributed $5,000 to the Nova Scotia Federation of Labour. The Canadian Office also sent out an email to all Canadian Locals asking them to consider making a financial contribution to the Nova Scotia Federation of Labour to assist in their election efforts. In addition to the International's $5,000 contribution, District 12 and Locals 680, 709, 822, 849, 873, and B173 contributed another $8,954, for a grand total of $13,954 from the IATSE.

- The International granted access to its database to facilitate communications directly with members via email. The drafting of materials and communication was handled by Canadian Office Operations Manager Hurdon.

It was noted that although the National Democratic Party (NDP) lost the election, the response from the IA's membership in Nova Scotia, to the efforts of the Locals and the Canadian Office was much more positive than expected. Vice President Lewis and Operations Manager Hurdon confirmed that the Nova Scotia election was an important learning experience that will serve as a template for future Canadian Office election initiatives.

President Loeb thanked the Canadian Office for its work with the Nova Scotia Provincial election. He pointed out that Local 849 was the first and only union in Nova Scotia to take advantage of the first contract legislation passed by the NDP government in that Province and that this legislation will likely be repealed following the results of the election. President Loeb also emphasized the importance of being politically active and the need for the IA not only to encourage members to vote, but also to educate members on the issues and the candidates that have views and platforms that align with the IA's principles and goals.

"Nu Image Residuals" (Gavel)

## NU IMAGE RESIDUALS:

International Vice President Michael F. Miller, Jr., and West Coast Counsel James G. Varga

reported on the recent grievance filed by Nu Image Films against the International. Nu Image has been a term signatory to IATSE collective bargaining agreements since April 2006, including the Basic Agreement and the Area Standards Agreement of 2006, 2009 and 2012 respectively. Each of the aforesaid agreements requires payment of residuals under the terms and conditions set forth in the Post-60's and Supplemental Markets Articles, when applicable. In 2009, following an audit conducted by the MPIPHP which concluded that several million dollars of residuals were due and owing, Nu Image responded with denial of any obligation to pay residuals. In 2013, Nu Image filed a grievance claiming that the IATSE was in breach of the 2006, 2009 and 2012 collective bargaining agreements because MPI was trying to collect residuals after the IATSE purportedly promised that Nu Image would never have to pay residuals. The IATSE has flatly and categorically denied and rejected the assertions of the company. Nu Image's grievance is at the second step of the grievance machinery, and the MPI collection litigation proceeds toward a trial later in 2014 or early 2015.

"Officer Training Institute"

**OFFICER TRAINING INSTITUTE:**

Education and Training Department Director Patricia White gave a report to the General Executive Board on the development of a union-wide curriculum for IA leaders. The project is called the IATSE Officer Training Institute.

The reported objective of this program is to teach IATSE local union officers the skills they need for effective union leadership. The one-week program will offer officers from local unions of all sizes and crafts practical advice on union finances, the law, running effective meetings and working with members. While Leadership Development is the primary focus of this session, Communications, Activism, and Craft Skills and Safety Training will be also emphasized. An outcome of the program is to prepare local union leadership for the challenges of supporting "The Pillars of Success," to achieve our primary purpose – always growing and strengthening the IATSE for the benefit of workers in the entertainment industry.

Instructors for the course will include those who have taught at the International's 2013 Quadrennial Convention and District Trainings in the past.

The tentative target date for the first class of the IATSE Officer Training Institute is May, 2014.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE DELIA MULHOLLAND, Local 887: Delia Mulholland, Secretary, District 1, District Fund. Mr. President, members of the Board, we want to thank President Loeb for his vision and the Department of Education for their thoughtful execution of officer training through the Officer Institute and district trainings. Thank you.

PRESIDENT LOEB: Great. Thank you.

*(Applause)*

Microphone 5.

DELEGATE DOONER, Local 800: Dooner, Local 800. I am not only remiss in not saying my name previously, but I failed to recognize one of the most important people in the creation of these education programs, and that's Department Director Pat White, and she deserves to be honored. Thank you.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Microphone 3.

DELEGATE RONALD B. HOLTMAN, SR., Local 19: Bruce Holtman, Sr., from Local 19, Baltimore, Maryland. I had the privilege to set the annual two days of Officer Training Institute classes and welcome our brothers and sisters to Baltimore, Maryland. Our Local sent three of our officers who attended the classes for five days. It was very educational to our officers. I strongly encourage all IATSE Locals to send their officers to these training classes.

I witnessed Pat White and Robyn Cavanagh teaching our brothers and sisters. What an excellent job they both did. They made me feel very proud to be an IATSE officer. We must stand up and fight back every day to protect and educate our union officers and members.

Hope to see you in Baltimore for the next officer training class. Thank you.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you.

Mike 6.

DELEGATE JASON MACLEOD, Local 839: President Loeb, Jason Macleod, Local 839, the Animation Guild.

As a recent business representative, I just want to say thank you to the International, thank you yourself, thank you to Pat White and Robyn Cavanagh. Two of our officers attended in Denver, two attended last year at Officer Institute. Fantastic. Thank you so much.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Toronto International Film Festival"
(Gavel)

**TORONTO INTERNATIONAL FILM FESTIVAL:**

Vice President John Lewis, International Representative Peter DaPrato, Local B-173 President George King and Local B-173 Business Agent Chastity Brooker reported to the General Executive Board about the Canadian Office and IA Local B-173's successful organizing campaign relating to ushers, concessions and certain assistant managers at the Toronto International Film Festival's TIFF Bell Lightbox cinemas located in Toronto, Ontario.

Representative DaPrato reported that in early August 2013, the Canadian Office was contacted by TIFF Bell Lightbox employees interested in organizing their workplace. A preliminary meeting with employees was convened shortly thereafter which was attended by Vice President John Lewis and Representative DaPrato. From there, the Canadian Office began to craft messages to the employees which were distributed by email to employees via internal TIFF organizers. Representative DaPrato went on to report that on October 7, 2013, both he and Canadian Counsel Ernie Schirru met with a larger group of TIFF employees to discuss organizing strategies. The meeting went well and served to increase the organizing campaign momentum. By the following day, the Canadian Office had 33 representation cards signed, or about 63% of the bargaining unit.

Representative DaPrato confirmed that Local B-173 filed an application for certification with the Ontario Labour Relations Board on October 9, 2013. The Board scheduled the vote for October 17, 2013. During the week prior to the vote, the Canadian Office prepared several FAQ and informational sheets to be distributed via email through internal TIFF organizers. Emailing and texting the workers proved to be a very effective method of communication.

Representative DaPrato went on to report that on November 7, 2013, the Ontario Labour Relations Board issued certificates of exclusive bargaining rights to IATSE Local B-173. There are 56 workers in the bargaining unit in the categories of ushers, concessions staff, assistant concessions managers, gallery attendants and assistant cinema managers. The Canadian Office is now engaged in providing assistance to Local B-173 in collective bargaining for a first contract. To that end, the Canadian Office created an online survey for the entire bargaining unit to determine what their bargaining priorities are and received a good response which will assist in the bargaining process.

President Loeb congratulated Local B-173 on their successful certification.

"UNI-MEI Executive Committee Meeting"
(Gavel)

**UNI-MEI EXECUTIVE COMMITTEE MEETING:**

International Vice President John Lewis and Special Representative Ron Kutak reported to the General Executive Board on recent initiatives of Union Network International (UNI) and its Media and Entertainment Sector (UNI-MEI).

Vice President Lewis explained that UNI Global Union, based in Nyon, Switzerland, represents more than 20 million workers from over 900 trade unions. Through its Sector Global Unions, UNI represents workers in a number of sectors including Media, Entertainment and the Arts. Vice President Lewis confirmed that the IA continues to be an affiliate and a strong supporter of UNI and UNI-MEI.

Vice President Lewis provided highlights of UNI's recent initiatives, including:

- 48 Global Agreements with multinational companies setting fair standards and conditions for their more than 10 million workers around the world;

- UNI's organizing fund supports affiliated unions in organizing efforts around the globe, including

the union movement in the Middle East, North Africa and South America;

- UNI is coordinating global resistance for worker and union rights at the world's biggest retailer, Wal-Mart;

- The Bangladesh Accord, a binding and enforceable agreement which protects garment workers in Bangladesh from unsafe working conditions, now has almost 100 brand and retailer signatories;

Vice President Lewis went on to explain that UNI-MEI is the global union in the media, entertainment, and arts representing staff, freelance, independent and contract workers in the sectors. It brings together over 100 union and guilds in over 70 countries. UNI-MEI caters to the special concerns of unions and similar associations whose members are engaged in mass media, entertainment and the arts. These concerns include the push for the creation of a global IP culture that addresses copyright infringement and digital theft. Vice President Lewis confirmed that he sits on the UNI-MEI executive and that President Loeb is the Vice President of UNI-MEI.

Vice President Lewis reported that he and Representative Kutak attended UNI-MEI Executive Board meetings in Buenos Aires, Argentina in the fall of 2013. Vice President Lewis confirmed that while digital theft was once again a major focus of the meetings, other topics of debate included:

- Commercial Broadcasting - the increasing concentration of ownership in commercial television and has sparked several UNI-MEI initiatives on the national and international levels to defend the diversity of commercial broadcasting and to enhance the ability of local union affiliates to organize workers in this sector.

- Public Broadcasting - public service broadcasting worker members in UNI-MEI consist of 83 unions in 60 countries worldwide and the attack on public broadcasters in a number of countries was discussed with a view to finding solutions.

- Film and TV Production - UNI-MEI will be working with unions in the more developed regions across the globe to examine production standards, working conditions and organizing. The IATSE will be taking an active role in working with MEAA and the various unions in Europe to coordinate efforts in this regard.

- Live Performance – discussions took place relating to the goal of enhancing access to pension and health care benefits for workers on short term contracts as well as relating to the need to improve health and safety training and protocols for workers in live theatre codified in contractual language.

- U.S. and Canada Political Report – the IA gave a presentation on the current political environment in the United States and Canada and the rise of anti-labor policies, politicians and legislation. The presentation was well received and spurred a lengthy debate on a number of issues.

President Loeb stated that the IA's participation in UNI and UNI-MEI continues to be an important initiative because it allows the IA an opportunity to build relationships and global allies with shared views. Looking forward, President Loeb noted that the IA should look to bring new issues the to the UNI table to ensure that the organization's initiatives remain relevant.

"Local No. 8, Philadelphia, Pennsylvania/Camden-Mercer County, Pennsylvania, Re: Education Program" (Gavel)

**LOCAL NO. 8, PHILADELPHIA, PA/ CAMDEN-MERCER COUNTY, NJ**
**Re: Education Program:**

International Vice President Barnes, who is also Local 8's President / Business Manager, and Local 8 Secretary-Treasurer Jonathan Tortorice reported on the Local's extensive education/training program. In keeping with the directive of the International President to improve and increase the educational opportunities for members, Local 8 through a cooperative effort with the IATSE's Entertainment and Exhibition Industries Training Trust Fund has established an ongoing education program. Contractually, Local 8 employers contribute to both the International's and the Local's training trust funds. Seminars and study groups are offered in the following areas: industry certifications, manufacturers' certifications, leadership training, basic skills training and study groups for industry tests/examinations. The Local's classes are open to any IATSE member.

Vice President Barnes reported that the Local surveyed its membership about the educational courses. Twenty-five (25%) percent of the membership responded to the survey with most wanting the focus on Craft and Certification training. In addition, just under one-half of those surveyed wanted more basic training and slightly over one-third requested leadership courses.

This year, the Local will create a video library of the seminars and will meet with educational institutions to develop strategic partnerships to access new workers entering the entertainment industry. The Local thanked President Loeb for making education and training an International priority.

President Loeb remarked that the Local was smart to conduct a survey because that will determine where it should place its resources. He congratulated Locals 8 and 481 (which is the subject of another report) on their education programs and for offering their training to any IATSE member. He noted that a good union takes care of its people. He stated that the International wants to hear from more Locals about their training programs or their efforts to encourage education/ training for their members and reminded the Locals that if they do not have programs, the International is here to help. President Loeb congratulated Local 8 for its impressive education and training program.

"Local No. 33, Los Angeles - Long Beach - Pasadena - Santa Monica, CA, Re: Inglewood Forum" (Gavel)

## LOCAL NO. 33, LOS ANGELES-LONG BEACH-PASADENA-SANTA MONICA, CA

### Re: Inglewood Forum:

Brothers George Blanch, President, and Mark Madrigal, Legitimate Theatre Business Representative of Local 33, appeared before the Board along with Brother James J. Claffey, Jr., President of Local One, who was assigned by President Loeb as a Special Representative to assist Local 33 in its recent negotiations at the Inglewood Forum, near Los Angeles, California.

The Forum was recently purchased by Madison Square Garden (MSG), which opened the door for Local 33 to re-enter the facility from which it had been locked out for nearly five years by the former property owner. Local One has had a collective bargaining agreement with MSG for a number of years. The negotiations were difficult but the parties reached an agreement, which includes expanded jurisdiction, wage increases and significant gains in benefit contributions, particularly the annuity fund. The contract was ratified by the Local 33 membership. The Local extended its appreciation to President Loeb and to Brother Claffey for their assistance. President Loeb congratulated the Local on the agreement that ended the five-year lockout. He also thanked Brother Claffey for assisting Local 33 in what were thorny negotiations, pointing out that every Local in the Alliance is there to support the other whether in New York or California.

"Local No. 46, Nashville, Tennessee, and Local No. 69 Memphis, Tennessee, Re: Motor Trend Auto Shows" (Gavel)

## LOCAL NO. 46, NASHVILLE, TN AND LOCAL NO. 69, MEMPHIS, TN

### Re: Motor Trend Auto Shows:

International Representative Mark Kiracofe and Herman Dagner, President of Orlando Local 835, reported to the General Executive Board on the successful signing of Motor Trend Auto Shows to union contracts in Tennessee. Motor Trend Auto Shows has been operating non-union in Memphis and Nashville since 2003 when they purchased the show from Tennessee Auto Show Decorators. Through a relationship that Brother Dagner has with Motor Trend management, introductions were made and discussions were held with Nashville Local 46 which resulted in Motor Trend signing the Local's area standard agreement.

Based on the employer's positive experience with labor from Local 46, in November 2013 the employer also signed the area standard agreement with Memphis Local 69. The Memphis Auto Show takes place in January 2014. Both Locals expressed their appreciation to Representative Kiracofe and Local 835 President Dagner for their assistance in obtaining these contracts, a long sought goal of both Locals.

President Loeb congratulated Representative Kiracofe and Local 46 on their success in getting a contract. President Loeb noted that the reputation of Local 835 led to this success.

"Local No. 262, Montreal Quebec"

## LOCAL NO. 262, MONTREAL, QC

International Vice President John Lewis reported to the General Executive Board on recent initiatives of Local 262 and the assistance the Canadian Office has been providing to the Local.

Vice President Lewis reported that the Local represents close to 500 workers in eight Cineplex Canada theatres in Quebec. The Local had been engaged in collective bargaining negotiations for front of house staff for over a year. The Local had received a mandate to strike in some but not all of the cinemas. Vice President Lewis confirmed that both he and Canadian Office Operations Manager Krista Hurdon, along with the IT Manager Jimmy Rainey of the General Office, coordinated with the Local's leadership to use social media as a means to notify members of the scheduling of a labour rally to spark movement at the bargaining

table. This included the drafting and dissemination of a notice of the rally in both English and French to over 1,500 IA members living in Montreal. Vice President Lewis explained that hours after the notice was disseminated, and prior to the actual rally, the Local was able to reach an agreement for all eight cinemas that night.

Vice President Lewis reported that the Local recently identified two large organizing targets - Colossus Cinema and Cinema Ste. Foy. The Colossus Cinema is located in Montreal and employs approximately 90 front of house staff. The Cinema Ste. Foy is also a Cineplex Cinema and employs in excess of 100 front of house staff. The International agreed to employ two organizers to assist the Local for a period of one month subject to review. The Local was able to file applications for certification for both theatres. One application was filed within the one month period and the second application was filed after five weeks. The Local has since been certified for both bargaining units.

President Loeb congratulated Local 262 on its successful applications. President Loeb noted that Local 262 is a Local that leads by example proving that aggressive organizing, by even relatively small local unions like Local 262, can produce results.

INTERNATIONAL PRESIDENT LOEB: Microphone 4.

DELEGATE SYLVAIN BISAILLON, Local 262: Sylvain Bisaillon, Local 262. For over three years and a half now, more than 200 members are still fighting for first collective agreement at two Cineplex cinemas in Montreal and Quebec City.

I would like to thank you, President Loeb, and thank you the International for all the legal assistance we received. And I would also like to thank Vice President and Director of Canadian Affairs, Mr. John Lewis, for all the support, and all the Canadian Locals who help us, holding demonstrations throughout Canada since a year and support for fight with Cineplex. Thank you very much.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you, Sylvain.

Somebody turn off microphone 4.

Thank you.

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Adjournment" (Gavel)

**ADJOURNMENT:**

Having completed all business properly brought before it, the Board meeting was adjourned at approximately 10:10 a.m. on Friday, January 17, 2014.

INTERNATIONAL PRESIDENT LOEB: Sorry. You missed one.

"Local Number USA829 Opera Company of Philadelphia."

**LOCAL NO. USA829**
**Re: Opera Company of Philadelphia:**

International Vice President Michael J. Barnes, Local USA829 National Business Agent Cecilia Friederichs, and Local 8 Secretary-Treasurer Jonathan Tortorice reported on Local USA829's efforts to organize the scenic workers at the Opera Philadelphia shop while also negotiating the agreement with Stage Local 8. The Scenic Artists were granted voluntary recognition and the Local negotiated for all contract language previously negotiated by Local 8 over the last fifteen years. The agreement includes wage and benefit improvements as well as overtime provisions. The Stagehands also received wage increases as well as additional premium pay.

Sister Friederichs stated that Vice President Barnes' assistance has been invaluable to Local USA829. President Loeb observed that Local 8 brought tremendous credibility and bargaining strength to the table, which helped not only Local 8 but also Local USA829 to reach an agreement. He noted that Local 8 has not hesitated to help any Local in the IATSE that may be in a dispute with an employer. He congratulated Local 8 and Local USA829 for a job well done.

Microphone No. 2.

DELEGATE CECILIA FRIEDERICHS, Local USA829: Cecilia Friederichs, United Scenic Artists Local 829. I just want to thank Vice President Michael Barnes for his assistance with this issue and for the great help he has always given us whenever we need it for the last 20 years.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you, Cecilia.

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Report of the IATSE Defense Fund Committee, Westin River Walk, San Antonio, Texas, January 14, 2014" (Gavel)

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**WESTIN RIVERWALK**
**SAN ANTONIO, TEXAS**
**JANUARY 14, 2014**

Since the last meeting of the Defense Fund Committee in Boston, MA on July 16, 2013, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 8, Philadelphia, PA – Camden-Mercer Cty., NJ – Legal/Special Org. .....$15,000.00

Local No. 30, Indianapolis – Kokomo-Richmond, IN, Indiana State Fair..... 1,242.52

Local No. 39, New Orleans, LA, New Orleans Convention Center – Legal ..... 6,914.59

Local No. 56, Montreal, QC, Canada, Centre Bell – Legal..... 3,490.93

Local No. 85, Davenport, IA, Moline-Rock Island, IL, iWireless Ctr. – Legal..... 216.00

Local No. 121, Niagara Falls-Buffalo, NY, Global Spectrum/Cert. – Legal..... 250.00

Local No. 122, San Diego, CA, American Audio Visual Center – Legal ..... 2,587.50

Local No. 262, Montreal, QC, Cinema Brossard – Legal..... 6,897.29

Local No. 357, Kitchener-Stratford-Cambridge-Guelp-Waterloo, ON Mustang Drive in Theatre/Sunset Cinema – Legal ..... 1,977.50

Local No. 461, St. Catherines-Welland-Niagara Falls, ON, Brock University 2,385.77

Local No. 500, South Florida, Kravis Center – Legal ..... 1,566.25

Local No. 611, Watsonville-Santa Cruz-Salinas-Gilroy-Monterrey, CA Erin Barlowe & Sunset Cultural Center – Legal ..... 8,186.52

Local No. 750, Chicago, IL, Chicago Bears – Legal..... 135.00

Local No. 756, Cleveland, OH, Cleveland Browns – Legal..... 2,500.00

Local No. 849, Atlantic Canada, Egg Productions – Legal..... 46,949.98

Local No. 906, Charlottetown, PE, Harbourfront Festival – Legal ..... 2,645.61

Local No. 917, Atlantic City, NJ, Trump Plaza, Atlantic City, NJ – Legal ..... 247.50

**SUB TOTAL:.....$103,192.96**

IATSE – Freedom Films – Legal..... $470.00

IATSE – Axium International/ Chapter 7 Bankruptcy – Legal..... 312.50

IATSE-Bloomington Performing Arts Center – Legal..... 405.00

IATSE-William A. Doucette, Jr. – Legal ..... 5,077.68

IATSE-Gigapix/Blackbeard..... 897.71 – Legal

IATSE-EE829/GolfChannel/ NBCSN/RIPD/Barclays – Legal .....143,997.14

IATSE-SMG Local 112 – Legal ..... 1,443.75

**SUB TOTAL: .....$152,603.78**

Solidarity Strategies..... 1,948.61

Basic Agreement..... 14,756.36

Thorsen French Advocacy/
Digital Theft ..... 30,610.56

**SUB TOTAL: .....$47,315.53**

**EDUCATION**

LEAP Reimbursement to Locals
and/or Officers .....$15,948.04

Misc. Training/InfoComm/
Instructors/Young Workers .....170,329.22

**SUB TOTAL: .....$186,277.26**

**GRAND TOTAL:.....$489,389.53**

Respectfully submitted,

Matthew D. Loeb
Anthony DePaulo
J. Walter Cahill
John M. Lewis
Daniel Di Tolla

"Report of the General Executive Board Meeting Held at the Conference Center at the Maritime Institute, Linthicum Heights, Maryland, April 22, 2014.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE**
**CONFERENCE CENTER AT THE**
**MARITIME INSTITUTE**
**LINTHICUM HEIGHTS, MARYLAND**
**APRIL 22, 2014**

Call to Order" (Gavel)

## CALL TO ORDER:

In accordance with Article Seven, Section 3 of the International Constitution, a Special meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, convened at 8:00 a.m. on Tuesday, April 22, 2014 at the Conference Center at the Maritime Institute in Linthicum Heights, Maryland.

"Roll Call" (Gavel)

## ROLL CALL:

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
J. WALTER CAHILL, Second Vice President
THOM DAVIS, Third Vice President
ANTHONY DEPAULO, Fourth Vice President and Co-Director of Stagecraft
DAMIAN PETTI, Fifth Vice President
MICHAEL F. MILLER, JR., Sixth Vice President and Director of Motion Picture and Television Production
JOHN T. BECKMAN, JR., Seventh Vice President
DANIEL E. DI TOLLA, Eighth Vice President and Co-Director of Stagecraft
JOHN R. FORD, Ninth Vice President
JOHN M. LEWIS, Tenth Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eleventh Vice President
WILLIAM E. GEARNS, Jr., Twelfth Vice President and Director of Tradeshow and Display Work
PHIL LOCICERO, Thirteenth Vice President

In addition to the members of the Board, also in attendance at this meeting were International Trustees C. Faye Harper and Thomas Cleary, International Trustee and Director of Education and Training Patricia A. White, CLC Delegate Kelly Moon, Assistants to the President Deborah A. Reid and Sean McGuire, and Assistant Director of Education and Training Robyn Cavanagh.

"IATSE Officer Institute" (Gavel)

## IATSE OFFICER INSTITUTE

At the onset of the meeting President Loeb gave an overview of his educational intiative for local union officers. He referred to the General Executive Board meeting held in San Antonio in January 2014 at which the educational session allowed local union representatives to express to the International officers and representatives their concerns, needs and suggestions in terms of the assistance they would hope to receive by attending the IATSE Officer Institute. President Loeb advised the Board that the feedback from those present in San Antonio was carefully analyzed by the Education Department and a curriculum was established to move forward with the Institute. He noted that it was quite clear that local union representatives want to be good officers and leaders and that it is his intent to assist in their need

to be trained properly. President Loeb stated that as a result of the training provided at the Officer Institute, local union officers will enhance their skills and will have the ability and potential to achieve greater success as leaders. If this program is successful, this generation of union leaders will build on the IATSE's successes of the past and make it even stronger and better for future generations.

Director Patricia White advised the Board that there are currently four Institute training sessions scheduled, the first of which will be held in May 2014, hosted by Stage Local No. 8 in Philadelphia and as of this Board meeting 40 local union officers have been approved and are registered to attend the classes. The Institute is held over a period of five days and additional sessions have been scheduled for Chicago, Los Angeles and Calgary. Director White reminded the Board that the application process for the Institute may be made online via the IATSE website.

Assistant Director Robyn Cavanagh added that the IATSE Officer Institute is a continuation of International's LEAP (Labor Education Assistance Program) and that by providing education and training to the local union leadership, the International's intent to provide a culture of education will come to fruition.

President Loeb noted that in the 2014 IATSE Staff Training, all officers and representatives of the International would in effect participate in the Officer Institute.

"Appeal of Andy Rovins (Local No. 695)" (Gavel)

**APPEAL OF ANDY ROVINS**
**(Local No. 695)**

By his letter dated March 20, 2014, Brother Andy Rovins appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Rovins appealed his suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014 a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014 Brother Rovins and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Rovins listed ten (10) reasons in his appeal to the Board that effectually contended that his suspension from office "is arbitrary and capricious and abrogates the democratic and constitutional fair election process" and that the trusteeship was imposed "in a devious, capricious and arbitrary manner…"

Due to the nature of Brother Rovins' appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb, International President
Michael F. Miller, Jr., International Vice President
John M. Lewis, International Vice President
William E. Gearns, Jr., International Vice President
Phil LoCicero, International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Rovins' appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother Andy Rovins.

Included in the entire record on Brother Rovins' appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)

- ORDER

- Recommendations To The International President After Hearing (Exhibit A)

- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)

- Letter dated February 24, 2014 from International President to Andy Rovins

- Cover letter and Appeal to the General Executive Board from Andy Rovins dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother Andy Rovins. The Board's decision addressing each of the grounds for his appeal has been sent to Brother Rovins.

"Appeal of James A. Osburn (Local No. 695)" (Gavel)

**APPEAL OF JAMES A. OSBURN**
**(Local No. 695)**

By his letter dated March 25, 2014, Brother James A. Osburn appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Osburn appealed his suspension from office in Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Brother Osburn and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Osburn's appeal contended that a) he was prevented from filing an appeal to the "Gandolini Recommendations" [International Representative Don Gandolini was the hearing officer at the January 7, 2014 hearing referenced above], b) the International President did not have prior consent of the General Executive Board to suspend Local 695 officers and terminate its employees, c) he was deprived of his fair trial rights and the International President circumvented the "Fair Trial" rights under the International Constitution. Brother Osburn further "demands" that he be reinstated to his "duly elected Office…"

Due to the nature of Brother Osburn's appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearns, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Osburn's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother James A. Osburn.

Included in the entire record of Brother Osburn's appeal to the Board were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695

- CHARGES AND PROCEDURAL BACKGROUND

- SUMMARY OF EVIDENCE

- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)

- ORDER

- Recommendations To The International President After Hearing (Exhibit A)

- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)

- Letter dated February 24, 2014 from International President to James A. Osburn

- Cover letter and Appeal to the General Executive Board from James A. Osburn dated March 25, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother James A. Osburn. Brother Osburn has been sent the Board's decision addressing each of the grounds for his appeal.

"Appeal of Jeffrey Wexler (Local No. 695)" (Gavel)

**APPEAL OF JEFFREY WEXLER**
**(Local No. 695)**

By his letter dated March 20, 2014, Brother Jeffrey S. Wexler appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. BrotherWexler appealed his suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Brother Wexler and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Wexler listed eight (8) reasons in his appeal to the Board that effectually contended that his suspension from office "is arbitrary and capricious and abrogates the democratic and constitutional fair election process" and that the trusteeship was illegally imposed and "in a devious, capricious and arbitrary manner…"

Due to the nature of Brother Wexler's appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearns, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Wexler's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother Jeffrey Wexler.

Included in the entire record of Brother Wexler's appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695

- CHARGES AND PROCEDURAL BACKGROUND

- SUMMARY OF EVIDENCE

- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)

- ORDER

- Recommendations To The International President After Hearing (Exhibit A)

- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)

- Letter dated February 24, 2014 from International President to Jeffrey S. Wexler

- Cover letter and Appeal to the General Executive Board from Jeffrey S. Wexler dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother Jeffrey Wexler. Brother Wexler has been sent the Board's decision addressing each of the grounds for his appeal.

"Appeal of Richard Lightstone (Local No. 695)" (Gavel)

**APPEAL OF RICHARD LIGHTSTONE (Local No. 695)**

By his letter dated March 20, 2014, Brother Richard Lightstone appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Lightstone appealed his suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Brother Lightstone and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Lightstone listed eight (8) reasons in his appeal to the Board that effectually contended that his suspension from office "is arbitrary and capricious and abrogates the democratic and constitutional fair election process" and that the trusteeship was illegally imposed and "in a devious, capricious and arbitrary manner…"

Due to the nature of Brother Lightstone's appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearns, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Lightstone's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother Richard Lightstone.

Included in the entire record of Brother Lightstone's appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695

- CHARGES AND PROCEDURAL BACKGROUND

- SUMMARY OF EVIDENCE

- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)

- ORDER

- Recommendations To The International President After Hearing (Exhibit A)

- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)

- Letter dated February 24, 2014 from International President to Richard Lightstone

- Cover letter and Appeal to the General Executive Board from Richard Lightstone dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby

denied the appeal of Brother Richard Lightstone. Brother Lightstone has been sent the Board's decision addressing each of the grounds for his appeal.

"Appeal of Elizabeth Alvarez (Local No. 695)" (Gavel)

**APPEAL OF ELIZABETH ALVAREZ (Local No. 695)**

By her letter dated March 25, 2014, Sister Elizabeth Alvarez appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Sister Alvarez appealed her suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Sister Alvarez and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Sister Alvarez' appeal effectually contended that she has not been charged with "any unlawful crime or with any specific violation(s)" of the Constitutions of the International or the Local, and that she has "not been properly charged with any misconduct and/or misfeasance as an Officer of the Local and/or as a Special Representative employed at the Local 695 business office…" Sister Alvarez further "demands" that she be reinstated to her "duly elected Office of Recording Secretary…"

Due to the nature of Sister Alvarez' appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearns, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Sister Alvarez' appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Sister Elizabeth Alvarez.

Included in the entire record of Sister Alvarez' appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Elizabeth Alvarez
- Cover letter and Appeal to the General Executive Board from Elizabeth Alvarez dated March 25, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Sister Elizabeth Alvarez. Sister Alvarez has been sent the Board's decision addressing each of the grounds for her appeal.

"Appeal of Shawn Holden (Local No. 695)" (Gavel)

## APPEAL OF SHAWN HOLDEN (Local No. 695)

By her letter dated March 20, 2014, Sister Shawn Holden appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Sister Holden appealed her suspension from the Board of Directors of Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Sister Holden and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

The basis of Sister Holden's appeal was that she was newly elected to serve on the Board of Directors of the Local and effectually had no involvement in the violations leading up to the hearing and trusteeship.

Due to the nature of Sister Holden's appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearns, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Sister Holden's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Sister Shawn Holden.

Included in the entire record of Sister Holden's appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Shawn Holden
- Cover letter and Appeal to the General Executive Board from Shawn Holden dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Sister Shawn Holden. Sister Holden has been sent the Board's decision addressing each of the grounds for her appeal.

"Adjournment" (Gavel)

## ADOURNMENT

Having completed all business properly brought before it and after motion duly made and carried, the General Executive Board meeting was adjourned at 8:25 a.m.

"Report of the General Executive Board Meeting Held at the Westin Seattle, Seattle, Washington, August 8, 2014"

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

## HELD AT THE WESTIN SEATTLE SEATTLE, WASHINGTON AUGUST 4 - 8, 2014

"Call to Order" (Gavel)

### CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, August 4, 2014 in the Grand Ballroom I of the Westin Seattle in Seattle, Washington.

"Roll Call" (Gavel)

### ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President

JAMES B. WOOD, General Secretary-Treasurer

MICHAEL BARNES, First Vice President

J. WALTER CAHILL, Second Vice President

THOM DAVIS, Third Vice President

ANTHONY DEPAULO, Fourth Vice President and Co-Director of Stagecraft

DAMIAN PETTI, Fifth Vice President

MICHAEL F. MILLER, JR., Sixth Vice President and Director of Motion Picture and Television Production

JOHN T. BECKMAN, JR., Seventh Vice President

DANIEL E. DI TOLLA, Eighth Vice President and Co-Director of Stagecraft

JOHN R. FORD, Ninth Vice President

JOHN M. LEWIS, Tenth Vice President and Director of Canadian Affairs

CRAIG P. CARLSON, Eleventh Vice President

WILLIAM E. GEARNS, JR., Twelfth Vice President and Director of Tradeshow and Display Work

PHIL LOCICERO, Thirteenth Vice President

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Christopher "Radar" Bateman, Steve Belsky, John Culleeny, Peter DaPrato, Don Gandolini, Jr., David Garretson, Barny Haines, Scott Harbinson, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern and Lyle Trachtenberg; Special Representative Ronald G. Kutak, and Staff members Colleen Paul, Alejandra Arzate, Marcia Lewis, MaryAnn Kelly, Terri Simmons, Krista Hurdon, Margaret LaBombard and James Rainey, Jr.

In addition, guests of the IATSE at this meeting included former BECTU President Christine Bond and Alec French from Thorsen French Advocacy.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 100, New York, NY; 107, Alameda County-Oakland-Berkley-Contra Costa County-Solano County-Richmond, CA; 110, Chicago, IL; 161, States of New

York/New Jersey/Connecticut; 209, State of Ohio; 210, Edmonton, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 353, Pt. Jervis-Sullivan County, NY; 461, St. Catherines-Welland-Niagara Falls, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 750, Chicago, IL; 764, New York, NY and Vicinity; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 793, Pacific Northwest; 798, New York, NY; 800, Los Angeles, CA; 824, Athens, GA; 829, New York, NY; 835, Orlando, FL; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY and B173, Toronto-Hamilton, ON.

"Host Locals" (Gavel)

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 15, 488, 600, 700, 793, 800, 887, and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to the City of Seattle. On behalf of the Host Locals, Local 15 President Bess Sullivan thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

At the Official Family breakfast, the IA was honored to have as a guest speaker Jeff Johnson, President of the Washington State Labor Council. President Johnson's work at the Washington State Labor Council has focused on legislation that improves the lives of working people. He announced that the Seattle City Council voted unanimously to raise the city's minimum wage to $15 an hour, which will become the highest minimum wage in the country. "The passage of the $15 minimum wage in Seattle was a first strike against income inequality. Finally, workers get a small share of the prosperity that they create."

He concluded by encouraging everyone to join him in a chant of *We are – Union; We Are – Community; We are – One.*

President Loeb noted that the last time a meeting of the General Executive Board was held in Seattle was in the early 1980's. He also commented that this City, and throughout the Pacific Northwest, is replete with examples of activism. On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and hard work in assisting with the arrangements for a successful meeting in beautiful downtown Seattle.

"General Executive Board Meeting Minutes, San Antonio, Texas, January 13 Through 17, 2014" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES

**San Antonio, TX, January 13-17, 2014:**

Upon commencement of the Board meeting, President Loeb called upon the General Executive Board to approve the minutes from its regular Mid-Winter meeting held the week of January 13-17, 2014 at the Westin Riverwalk in San Antonio, Texas.

The Board voted unanimously to approve the minutes.

"Report of the General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER

*Audited Financial Statements*

General Secretary-Treasurer James B. Wood reported to the General Executive Board. As was previously reported, the long-time auditor for the International announced his retirement at the end of 2013. While the option was available to continue with the same firm and a new auditor, President Loeb and General Secretary-Treasurer Wood decided that other firms should also be considered. Ultimately, the accounting firm of Schultheis & Panettieri was selected. This firm has been the auditors at the National Benefit Funds since 2006 and has specialized

in the area of labor unions and benefit funds since 1927. The staff in the Finance Department has been working closely with the auditors for many weeks and the final audited statements have now been completed and will be published in the Third Quarter 2014 issue of the *Official Bulletin*.

It was reported that the audited statement will consolidate all funds into one comprehensive financial statement. Each fund will continue to appear in a column within the complete financial statement, which will list the entire Balance Sheet and Income Statement for the International instead of the historical model of doing separate financial statements for the General, Defense, Security and Convention funds. This new format is more in keeping with modern accounting practices and the manner that finances are listed on the Department of Labor Form LM-2.

Reporting on net assets, it was noted that the change in net assets from operations in the General Fund was an increase of $276,759 during the past fiscal year. The change in net assets from operations in the Defense Fund was an increase of $289,266. The change in net assets in the Convention Transportation and Per Diem Fund decreased by $2,162,806 due to the 67th Quadrennial Convention. The total assets of the International stand at just over $65 million and the net assets as of year-end total just under $41 million.

*Electronic Dues Payments*

The option for ACT members to pay their dues via credit card was introduced at the end of 2013 has been very well received. Members can pay their annual dues by calling the Finance Department and providing the required information or they can submit a pre-authorized form for processing.

During 2014, 59% of our 555 ACT members chose the credit card method for paying their dues, which given the relatively short period that this has been available proves that there was a substantial demand for such an option.

Although credit card processing fees would make it cost prohibitive for the International to accept payment from local unions in that manner, the possibility of establishing an electronic payment option for our local unions is being investigated. Discussions have commenced with both our U.S. and Canadian banks to explore the different options available.

*General Office Update*

Real estate prices and monthly rental rates continue to increase in Manhattan. The International originally purchased the space that houses the General Office in June 2012 for the price of $10.6 million. A recent for sale listing in a similar building not far from the General Office would indicate that the market value of the International's property has increased to approximately $19 million without taking into consideration the major improvements that were made to the space.

The International continues to have rental space that equates to approximately 25% of our owned space. When the property was first purchased, there were three tenants in place with leases that were priced under market. Those leases have recently expired and one tenant has renewed at approximately a 50% higher rent while two others did not renew because of increased space requirements. Those spaces are now on the market and it is anticipated that the rents that will be obtained will be similar to the renewal. This will provide increased income to reduce costs for the General Office by reducing expenses for utilities, condominium fees and property taxes.

*Official Bulletin*

Even in this era of ever-changing modern communication tools, the *Official Bulletin* remains the International's primary way to reach the entire membership. Four times a year the Bulletin is published and sent to every member either electronically or in the mail.

With the publication of the First Quarter 2014 issue, the *Official Bulletin* received a complete makeover. New layouts and color formats were incorporated into a magazine-style look and feel and a greater emphasis was placed on our crafts and departments as well as new member profiling sections.

The electronic version of the Bulletin also now has hot links embedded throughout the entire magazine for any website address that appears within an article. During the next few months, a campaign will be undertaken to increase the number of members that receive the electronic version.

*Member Address Program*

In accordance with the 67th Quadrennial Convention action to amend the International Constitution, Article Nineteen, Section 28, the Finance Department has been working with our local unions to ensure that the database of the International is consistent with the information maintained by our local unions in terms of member contact information

To that end, local unions must submit on a quarterly

basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to timely process this information for 374 local unions, the Finance Department is encouraging Locals to submit the information in electronic format.

All local unions were sent a notice in November of 2013 that such information was required to be submitted as of January 1, 2014 and at the commencement of each quarter thereafter. A reminder notice was sent in March to those local unions that had not yet submitted the required information. While the vast majority of local unions are complying with the Constitutional requirement, there are a few having some difficulty meeting the requirement. Those local unions will be receiving special attention from the Finance Department in the coming months to assist them with meeting their obligations.

To date the program has been very successful and the International now has over 60,000 member email addresses in its database.

*New Membership Application*

As was previously reported, the membership application has been redesigned into a single sheet format that can be used for all applicants whether they are applying to a Regular or Special Department local union and whether that local union is based in Canada or the United States.

Approximately 90% of the new membership applications submitted to the General Office are now on the new form and this has resulted in much more efficiency. With the Pledge now incorporated into the application itself, only one document needs to be scanned instead of two and since there is no longer a carbon page on the application there is no requirement for shredding since the original application is returned to the local union once it is scanned into the International's database.

*Information Technology*

In connection with the move to the new General Office a Voice Over Internet phone system was installed. A major goal of installing any new technology is the desire to provide greater connectivity between our offices and therefore a system was selected that would allow for future expansion to other offices. The phone system in the West Coast Office has exceeded its expected life and the system in the General Office has performed in accordance with expectations. Therefore, the intention over the next few months is to install a similar system in the West Coast Office. Amongst many other benefits, this will allow extension dialing between the two offices and reduce long distance and conference call costs.

The Pink Contract system has received a number of upgrades and more continue to be implemented. These improvements will track a greater amount of information and improve the reports that are able to be generated. Improvements have also been made to the immigration program that is used in the visa consultation process. These changes will make the processing of these requests much more efficient for staff in the General Office by creating a better workflow and improving reporting capabilities.

The International is working with the technology consultant that assisted with the technology aspects of the General Office in an attempt to find the most efficient solution to implement teleconferencing capability between the General, West Coast and Canadian Offices. It is expected that recommendations will soon be forthcoming and a system should be in place by the Mid-Winter meeting of the General Executive Board.

In other Finance Department News, it was reported that the International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During fiscal year ending April 30, 2014, royalty payments totaling $157,457 were received. Also, the International continues to charge fees for consultation responses for INS Visas. During fiscal year ending April 30, 2014, almost $750,000 in fees were collected.

It was noted that 224 of the International's 374 local unions are now using the online system for completing and submitting Quarterly Reports and these local unions represent 90% of the total membership of the Alliance.

General Secretary-Treasurer Wood concluded his report by announcing that a milestone has been reached in terms of the total number of members belonging to the IATSE. That total has now surpassed 120,000. In a time when unions are under attack and the economic conditions have been less than favorable this is a tremendous achievement. As a point of reference, in the 3rd Quarter of 2008 the total membership of the Alliance stood at 108,408.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees for the period of October 1, 2013 through April 30, 2014 to the General Executive Board.

Trustee Harper confirmed that the Board of Trustees met in the General Office in New York City on June 3 to 5, 2014 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their hard work and attention to detail. The Board accepted and approved the Report.

"Appearance: Local No. One, New York - Westchester - Putnam Counties, New York Re: ABC TV Negotiations" (Gavel)

**APPEARANCE: LOCAL NO. ONE, NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NY**
**Re: ABC-TV Negotiations:**

Brother Edward McMahon, Television Business Manager for Local One, appeared before the Board to report on the Local's recently concluded negotiations with ABC/WABC Television in New York, a division of the Walt Disney Company. He advised that when the negotiations began in October 2013 the employer put forth numerous, onerous proposals to the Union, which would have decimated the Local's terms and conditions of employment, resulting in a 10%-33% loss of income for the workers covered by the agreement, despite the employer's record-breaking profits. Brother McMahon reported that the negotiations took over eight (8) months to conclude and that the Local, with the personal involvement of President Loeb who attended the last bargaining session, was able to fight back proposals that would have significantly reduced the unit's working conditions. The successor contract includes increased wages and benefit contributions. Brother McMahon stated that the membership is very proud of the agreement.

President Loeb observed the difficulty of late in negotiating broadcast contracts. He stated that the International views its relationship with Disney and its related companies as seamless, rather than individual and separate. He reiterated the International's willingness to assist local unions at the bargaining table.

"Appearance: Local No. 2, Chicago, Illinois, Re: Journeymen Apprentice Training Fund" (Gavel)

**APPEARANCE: LOCAL NO. 2, CHICAGO, IL**
**Re: Journeyman Apprentice Training Fund:**

International Vice President Craig Carlson appeared before the General Executive Board to report on recent initiatives of the Local 2 Journeyman and Apprentice Training Fund (JATF). Vice President Carlson also serves as Business Representative of Local 2.

Vice President Carlson explained that the JATF was established in 2007 in order to train Local members on new and emerging technologies in the industry. By 2008, most of the Local's agreements included employer contributions to the JATF. Since its inception, the JATF has spent $625,000 on education for the members. The employer contributions negotiated in the Local's collective bargaining agreements will ensure the JATF will continue to provide much needed training and education to the Local's members for generations.

Over the last six years the JATF has identified and provided various seminars for the Local's members, many of which have provided members the opportunity to learn distinct skill sets and, in some cases, get credentials as well. Vice President Carlson confirmed that the Local usually invites members from sister Locals in close geographic proximity to attend the seminars put on by the JATF.

Vice President Carlson explained that some of the Local's seminars are presented in partnership with the IATSE Education Department and industry partners like Freeman Audio Visual and PSAV. Some of the Local's seminars include: Why Unions Matter, Customer Service, Chain Motors, Pyrotechnics, ETCP Rigging, ETCP Electric, Scaffolding, OSHA-10 and InfoComm.

President Loeb thanked Vice President Carlson and Local 2 for the work they do to train members. He also commended the Local for its generosity in making their training opportunities available to sister Locals. President Loeb noted that IATSE members will continue to have job security provided members continue to be trained, skilled and certified. For this reason, President Loeb stated the work of the JATF must continue and other Locals should strive for similar successes.

"Appearance: Local No. 8, Philadelphia, Pennsylvania, Camden-Mercer County, New Jersey, Re: Pennsylvania Convention Center"

**APPEARANCE: LOCAL NO. 8, PHILADELPHIA, PA/CAMDEN-MERCER COUNTY, N.J.**
**Re: Pennsylvania Convention Center:**

Internaional Vice President Michael Barnes

appeared before the Board and noteed that the following report contains the background and current status of Local 8's contractual work at the Pennsylvania Convention Center.

As previously reported IATSE Local 8, along with IBEW Local 98, Laborers Local 332, Riggers Local 405, the Carpenters Joint Council and Teamsters Local 107 had exclusive rights to represent show labor at the Pennsylvania Convention Center (PCC) under an agreement negotiated in 2003. The agreement signed in 2003 is "The Customer Satisfaction Agreement" (CSA).

The CSA also calls for all show workers to be paid by a "Labor Broker." The PCC hired Elliott-Lewis to provide this service. The relationship between the PCC and the Unions required the six Unions sign collective bargaining agreements with Elliot-Lewis. The expiration date of the CSA was June 30, 2013. The expiration dates of the contracts between the six Unions and Elliot-Lewis varied throughout 2013 as a result of collective bargaining. The contracts between the Carpenters, Teamsters, Laborers, IBEW and Elliot-Lewis expired in or around March 2013. The Elliot-Lewis agreement with IATSE Local 8 and Riggers expired June 30th, the same as the CSA.

Negotiations between the six Unions, the PCC, SMG and Elliot-Lewis began in early 2013. The parties reached agreement at midnight on June 30, 2013 on the expiration date of the CSA, on all issues except one which primarily affected the Carpenters. The Carpenters went on strike July 1, 2013. Four of the six Unions (including IATSE Local 8) supported the 2013 strike. The Unions were set up to bargain separately. The parties met the next day during the strike and reached agreement to extend their Elliot-Lewis contracts for one year with a 3% increase in wages. There was no agreement to extend the CSA.

Negotiations started up again in January 2014. Once again, at the eleventh hour the only open issues were primarily those of the Carpenters. No other Union had significant issues. At 5:00 p.m. on the last day of the agreement the Employer presented its best and final offer. The deal maintained all Union conditions, all Unions' jurisdictions and included a 3% wage increase per year for ten years (30% compounded). The Unions bargained for a cost- of-living clause to protect the workers against high inflation rates over the long term. The parties agreed to reconvene the next day at Noon to sign the deal.

Upon arriving to sign the deal on Friday, May 2nd, the Employer's negotiating team informed the Unions that the changes that had been approved by the PCC Board as a last and final offer needed to be written and reviewed. The Chairman of the PCC Board gave his commitment that the agreement would be ready to be signed by Monday, May 5th. The Carpenters announced they would go on strike at 2:00 p.m. that day. IATSE Local 8 suggested that an MOA be signed until the full agreement was ready to be signed. The Carpenters refused. IATSE Local 8 informed the Carpenters that unlike the situation in 2013 when the IATSE/Elliot-Lewis contract had expired, the agreement IATSE had at this time with Elliot-Lewis did not expire until June 30, 2014 and contained no strike language. Local counsel advised that IATSE Local 8 could be exposed to litigation if this provision of the agreement was violated. The strike was not successful as all the other Unions including the Teamsters went to work by Saturday May 3rd.

On Sunday, May 4th the PCC sent out a letter informing all the Unions they had until midnight on Tuesday, May 6th to sign an updated CSA. The letter was clear that if a Union did not sign, their work would be reassigned to the signatory Unions. It should be noted that this same type of proposal was given to IATSE Local 8 in 2003 and the Local was given four hours to sign a deal which included significant reassignment of IATSE jurisdiction to the Carpenters. Local 8 was advised by counsel in both 2003 and 2014, that if it did not sign the CSA, the PCC had the authority to reassign the Local's historic work.

Vice President Barnes personally communicated with the Carpenters Business Manager throughout the two-day period up to 9:00 p.m. on the night of the deadline. It was made clear with the Carpenters that Local 8 would delay signing the CSA to give the other unions time to resolve their issues but that Local 8 would be signing the CSA prior to the deadline. The IBEW, Laborers and Riggers had already announced they had signed the CSA. The Teamsters could not be reached. Numerous attempts by all the parties were made to get the Teamsters to sign off on the CSA.

On May 2nd, the Carpenters and Teamsters agreement with Elliot-Lewis was extended to Monday, May 10th and on that date the building announced the jurisdictions previously held by the Carpenters and Teamsters would be reassigned to the four signatory Unions. As previously reported, IATSE Local 8 at no time claimed or performed Teamster work

and disclaimed any and all work performed by the Teamsters at the PCC in the future. The Carpenters' and Teamsters' maintenance crews also reported to work and at no time did they honor their own picket lines.

As reported earlier the Carpenters filed a ULP with the NLRB. In addition, Teamsters Local 107 filed a raiding charge with the AFL-CIO against IATSE Local 8. The NLRB ruled the Carpenter issue was not covered by the NLRB's jurisdiction due to the joint involvement of a public authority, the Pennsylvania Convention Center Authority. Through the assistance of In- House Counsel Samantha Dulaney, a settlement is being negotiated to resolve the raiding charge filed by Teamsters Local 107 against Local 8.

The result of this negotiation for IATSE Local 8 is an estimated increase of 160,000 work hours starting this year. At the lowest contract rate of $40 per hour, this equates to close to approximately $7.0 million dollars in wages and over $2.3 million in benefits for IATSE Local 8 workers at the Center. The new work outlined in the CSA includes General Decorating and I&D work. This is in addition to the Audio Visual work that members of Local 8 have been performing in the Center since its opening. Total wages for the existing and new work is estimated to be $10.0 million per year, with $3.3 million in benefits.

To address the impact this new work will have on its current membership, Local 8 immediately scheduled a number of seminars to train its members to do the new work. A number of classes were added to the Local's existing curriculum to train the new workers to backfill the stagehand jobs under contract.

New workers are being identified in Regional Theater, Club Technicians and Freelance AV Technicians to fill the jobs. Local 8 is waiving initiation fees to entice them into the Local's membership. New employment opportunities and contract negotiations at the recently organized PTC and BRT are being used to explain the benefits of being an IATSE member.

Vice President Barnes was pleased to report that the membership of Local 8 has provided services to the PCC shows since May with no issues. Reports have indicated major new conventions have announced they will book Philadelphia as a result of the new CSA.

Vice President Barnes indicated this will change the complexion of Local 8. This deal will result in a much larger membership with a significantly increased wage and benefit base. As Local 8 becomes part of the success story of the Pennsylvania Convention Center, the Union will be recognized as a major player in the revitalization of the convention business in the City of Philadelphia.

INTERNATIONAL PRESIDENT LOEB: Microphone 3.

DELEGATE DENNIS MOORE, JR., Local 8: Mr. President, Dennis Moore, Jr., Local 8, Philadelphia. I'd just like to take time to thank you and everybody on the Board for your support during this dramatic change in our Local, and the work opportunities gained. And we'd like to thank our President and the 1st Vice President Michael Barnes for his foresight and fortitude and gumption to get us this work and do things that might have been unthought of. But he put a lot of work on our table and a lot of food in our mouths, and everybody home in our Local would like to thank him for that. Thank you.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Appearance: Local No. 58, Toronto, Ontario, Re: Enwave Theatre and Young People's Theatre"

## APPEARANCE: LOCAL NO. 58, TORONTO, ON Re: Enwave Theatre and Young People's Theatre:

Local 58 President James Brett appeared before the General Executive Board to report on the status of the Local's recent acquisition of bargaining rights for the Enwave Theatre at the Harbour Front Centre and the Young People's Theatre, both located in Toronto.

Local 58 obtained bargaining rights for stagehands working at the Enwave Theatre on March 3, 2013 through the filing of an application for certification with the Ontario Labour Relations Board. Thereafter, the Local engaged in negotiations for a first collective agreement. President Brett reported that the Local ratified a collective agreement with the Enwave Theatre in early 2014 that provides, among other things, wage protections as well as health and welfare benefits for stagehands working at the Theatre.

Local 58 also obtained bargaining rights for stagehands working at the Young People's Theatre on

June 12, 2014 through the filing of an application for certification with the Ontario Labour Relations Board. President Brett reported that the Local has given the Theatre notice to bargain and will be commencing those bargaining meetings in the coming months.

President Loeb congratulated President Brett on the recent successes of Local 58 in organizing these workplaces. He commended the Local for its organizing efforts and for not only establishing a reputation of professionalism in the live theatre industry in Toronto, but also fostering an environment that encourages historically unrepresented workers in non-union venues to reach out to the Local for representation.

INTERNATIONAL PRESIDENT LOEB: Microphone 4.

DELEGATE JUSTIN R. ANTHEUNIS, Local 58: Mr. President, Justin Antheunis, Local 58, Toronto Stagehands. Mr. President, thank you for allowing Local 58 to share in our organizing successes. These two theaters marked the beginning of a trend of organizing successes in these smaller theater venues in the city of Toronto. With your guidance around leadership, Local 58 has been able to expand the work opportunities to our members. Thank you again.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Dinkel-Smith and Belsky continued the reading as follows:*

"Appearance: Local No. 632, Northeastern New Jersey, Re: Super Bowl XLVIII" (Gavel)

**APPEARANCE: LOCAL NO. 632, NORTHEASTERN NEW JERSEY**
**Re: Super Bowl XLVIII:**

Local 632 President Kevin O'Brien appeared before the General Executive Board to report on the Local's preparation for and participation in Super Bowl XLVIII held on February 2, 2014.

On May 25, 2010, Super Bowl 2014 was awarded to the MetLife Stadium located in Rutherford, New Jersey. The Local has collective bargaining agreements with Tri-State Staging, the labor supplier at MetLife Stadium, which covers all entertainment taking place in the Stadium and surrounding parking lots.

Historically, the employment opportunities for IATSE members for the Super Bowl half-time shows were limited because of the NFL's use of "volunteers or interns" for its half-time programs. IATSE members had historically also not been engaged for ancillary events like "NFL on Location" and the "NFL Media Day" which usually occur away from the actual Super Bowl venue. Against this backdrop, all affected unions at the Meadowlands Complex met with MetLife Stadium and NJSEA management in July 2013 with the intent to negotiate a project labor agreement (PLA) to cover all aspects of the labor requirements for Super Bowl 2014. During these negotiations the unions were advised that, according to law, a PLA would still allow the NFL the right to utilize "volunteers or interns" for 10% of all jobs associated with the Super Bowl. At the time, these discussions broke off when the unions refused to agree to the use of any non-union labor by the NFL.

Further meetings took place in September 2013 to address concerns relating to labor requirements for the half-time show, "NFL Experience", "NFL Media Day" at the Prudential Centre in Newark, "NFL Tailgate" concerts at the Meadowlands Racetrack and "NFL on Location" concerts at the IZOD Centre. In preparation for these events, the Local started the credentialing process for members in October 2013 to ensure the sufficient availability of manpower.

In November 2013, the Local's steel climbers were employed by NJSEA to begin construction on the indoor-outdoor NFL Tailgate concerts. In early January 2014, IATSE crews were given credentials to start work on the half-time show rigging and thereafter lighting and projection. Crews were also engaged to put up tents for the various media events around the stadium. Approximately 450 IATSE stagehands were employed daily during the Super Bowl week which required the Local to hire a Call Steward to assist in these work referrals.

In late January 2014, the unions also reached a settlement regarding the use of "volunteers or interns" for Super Bowl 2014 which significantly limited the use of any such non-union labor for all Super Bowl events. The Super Bowl was a great success for the Local, its members and the IATSE generally. It resulted in the Local receiving a letter from the MetLife Stadium CEO thanking the Local for its expertise and professionalism during Super Bowl 2014.

President Loeb congratulated the Local on its success in connection with Super Bowl 2014 and commented that he was confident the expertise and professionalism of IATSE crews on Super Bowl 2014

will translate into more work for IATSE crews on future Super Bowls.

"Appearance: Local No. 764 New York, New York, Re: Negotiations with National Broadcast Company"

**APPEARANCE: LOCAL NO. 764, NEW YORK, NY Re: Negotiations with National Broadcast Company:**

Local 764 President Patricia White and Vice President Jenna Krempel reported on the Local's negotiations with NBC/Universal and to thank President Loeb for his assistance

Historically, the bargaining parties have enjoyed a professional relationship in a cordial atmosphere. This time was noticeably different as the Company presented a lengthy list of onerous institutional proposals, which it described as minor but which were anything but. Two of the proposals sought a sea-change in dues check-off language and insertion of the Company's dispute resolution program into the Local's agreement.

Through three bargaining sessions, the last of which was attended by President Loeb, Local 764 was able to hammer out a successor collective bargaining agreement which protected hard fought conditions, and resulted in wage and benefit increases over three years. The Local is willing to share copies of the agreement with any sister Local that would like a copy.

Under remarks, Vice President Miller stated that the dues check-off and dispute resolution language has been proposed by NBC/Universal in agreements in Chicago and Los Angeles. He implored local unions to contact the International if they are faced with similar proposals. President Loeb observed that proposals like these are made in order to create pressure in bargaining. He reiterated that the International stands ready to assist local unions in matters of education, collective bargaining and organizing. He congratulated Local 764 on concluding this agreement.

INTERNATIONAL PRESIDENT LOEB: Microphone 1.

DELEGATE FRANCIS D. GALLAGHER, Local 764: President Loeb, Frank Gallagher, Theatrical Wardrobe Union, Local 764, New York City. President Loeb, Local 764 would like to thank you for coming to the rescue in our NBC negotiations in 2014. You were able to get NBCUniversal to back off from two onerous proposals that could have been damaging to both Local 764 finances and to our welfare fund.

We have since negotiated another deal with NBCUniversal and these negotiations were much less antagonistic. We were able to negotiate a four-year deal that contained generous hikes in both wages and benefit contributions. I believe this is due both to Local 764 standing firm in the previous negotiations and NBCUniversal knowing that the IA is always there to lend support and, when it needed it, clout. Thank you.

*(Applause)*

INTERNATIONAL PRESIDENT LOEB: Thank you, Frank.

(Gavel)

At this time, I'm going to interrupt the reading of the minutes. We have the Interfaith Memorial Service at 12:30.

Do we have any final announcements this morning?

## ANNOUNCEMENTS

READING CLERK DINKEL-SMITH: Delegates are reminded of the memorial service which will be held from 12:30 to 2 today in the Regency Ballroom 2.

READING CLERK BELSKY: PAC table reminder. Delegates are reminded that there is an IATSE PAC booth outside this convention hall where contributions may be made by completing the PAC form or by making an online contribution. Delegates are also reminded that the PAC may only accept contributions from IATSE members who are United States citizens.

READING CLERK DINKEL-SMITH: Convention badge reminder. All delegates that are assigned to committees must wear their convention delegate badge to their committee meetings so that you can be readily identified.

READING CLERK BELSKY: Convention photograph. Tomorrow morning, the photographer will be in the convention hall to take the traditional convention photograph.

READING CLERK DINKEL-SMITH: Education and Training and Exhibition Industry's Training Trust survey. The IATSE Education and Training Department and the IATSE Entertainment and Exhibition Industries Training Trust Fund is conducting a training survey from Monday through Thursday here at the convention.

The purpose of this survey is to gather information about training needs of the Locals and members and how the Education Department and the Training Trust Fund can be helpful to IATSE Locals.

We ask that each local union assign a delegate or small team of delegates who are familiar with your own local union's skills and craft training needs to take this survey on behalf of your Local. Designated delegates should stop by the Training Trust Fund, outside the convention hall, table to collect the ticket they will need to take the survey. Representatives will be there to assist you if you have any questions.

READING CLERK BELSKY: Local 764 raffle ticket sales. Theatrical Wardrobe Union, Local No. 764 from New York, is selling tickets for a chance to win a handmade quilt, with sales benefiting the IA PAC. Tickets are $5 each or five tickets for $20. This is Local 764's 16th annual raffle. Tickets may be purchased from Local 764 delegates sitting in the District 10 section.

INTERNATIONAL PRESIDENT LOEB: Over there.

*(Applause)*

READING CLERK DINKEL-SMITH: Party this evening. Locals 44, 52, 80, 728, and 729 wish to extend a warm invitation to all delegates and their families to join them tonight across the bridge at Portico for their Coast-to-Coast Unity party being held from 7:00 to 10:00 p.m.

READING CLERK BELSKY: That concludes the announcements this morning, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Thank you. Thank everyone for your participation this morning. We will now stand adjourned until 10 a.m. tomorrow morning.

*(At 12:21 p.m., Tuesday, July 18, 2017, the Convention was recessed, to reconvene at 10:00 a.m., Wednesday, July 19, 2017.)*

# Proceedings of the Sixty-Eighth Quadrennial Convention

**International Alliance of Theatrical Stage Employees Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada**

**Diplomat Resort & Spa Convention Center Hollywood, Florida**

## THIRD DAY - WEDNESDAY, JULY 19, 2017

The Convention was called to order at 10:00 a.m., President Loeb presiding.

PRESIDENT LOEB: The convention will come to order. Will you all please rise for the invocation by Sister Leah Okin from Local 764.

*(Applause)*

### INVOCATION
### LEAH OKIN
### Local 764

Good morning. As we gather here today as sisters and brothers, let us be ever mindful of opportunities to be of service to each other and our communities. Allow our faith and solidarity to lift us up, to invigorate us to do good work.

Help us engage in discussion that will lead to meaningful benefits for all workers. And let our collective passion for a better world fill our hearts and guide our actions during this week. Thank you.

*(Applause)*

PRESIDENT LOEB: If everybody would please give their attention to the photographer in the back of the room, we're going to take the Convention picture. He's up there.

THE PHOTOGRAPHER: Good morning, everyone.

PRESIDENT LOEB: Guys, let's be quiet so we can hear him, please. Thank you.

THE PHOTOGRAPHER: Good morning, everyone. There are two Convention photographers – I'm sure you've seen us running around – Van Redin, I'm Ron Phillips. We're with the International Cinematographers Guild, Local 600.

*(Applause)*

This, for both of us, this is our third convention. What I'm getting ready to do here is a new innovation. It's called a GigaPan shot. I have a motorized hothead. I've been working on this shot for five months.

*(Laughter)*

What we're going to do is I'm shooting tiles. It's going to shoot six rows – six columns and two rows. It's programmed. I hit the go button, I've been working on this this morning for a while. It's going to go bam, bam, bam. It's going to take a minute, four seconds to shoot one pass. I'm going to do it twice just to make sure I've got it done.

And I've arranged for the focus here on the metal table. You guys are moving. So from water cooler to water cooler, as long as you're within those parameters, I see everybody. It's a 154-degree pan. It's going to zip it together on the computer and it will be like we've done before. But this is a new computerized item that we're doing.

I'm going to take 12 pictures and this camera is going to move over. Is everybody ready? Nate is MaryAnn Kelly's assistant, a fine help. He's been helping her and helping us, and thank you to Nate.

*(Applause)*

So if everybody would grab their seats. If you walk around, you're going to be a blur because I'm shooting a 30th of a second.

PRESIDENT LOEB: Ron, just one comment. Would that group of folks over there – I think it's District 5 – they should be seated.

THE PHOTOGRAPHER: Do you want them to sit, sir?

PRESIDENT LOEB: Yes, please.

THE PHOTOGRAPHER: Okay. Grab a chair and

everyone sit down over here.

PRESIDENT LOEB: Everybody should be seated.

THE PHOTOGRAPHER: On camera left. And the doors are closed. Do we want the people over here on my camera right seated as well, on your left, Mr. Loeb?

PRESIDENT LOEB: To the extent there are seats available and you have seats as delegates, please take your seats for the photograph. If you don't have a seat, then you can stand.

THE PHOTOGRAPHER: Hurry up. Time is money.

PRESIDENT LOEB: Yes, we're aware of that.

*(Laughter)*

THE PHOTOGRAPHER: Growth Equals Strength. We've got to go before my camera de-programs itself, too. So I need to go in five seconds. Everyone, please grab your seats or I'm going to lose my program. Okay?

Start taking panoramic picture. Everyone seated. And here we go.

Okay. Everything is good and the camera on, yes. Balance locked, yes. Exposure locked, yes. Focus locked, yes. Flash locked, yes. Taking panorama. Here it goes.

*...The Official Convention photograph was taken at this time.*

THE PHOTOGRAPHER: I haven't heard a group this quiet in years.

*(Laughter)*

I'm going to do one more. Here we go. Taking panorama.

On behalf of myself and President Loeb and International Cinematographers Guild 600, thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you, Ron. I think somebody might have blinked.

*(Laughter)*

Thank you.

We have with us now a couple of guests from the International Brotherhood of Teamsters. The IA has worked closely with the Teamsters in both the United States and Canada and have enjoyed a solid relationship. To further solidify our relationship, President Hoffa and I signed a mutual aid pact, aid and assistance pact, in 2010 to benefit the members of both of our unions, and that pact continues to work to benefit both organizations.

I'm very pleased that Tom O'Donnell and Frank Connolly are here with us today. They have been friends to this organization, and their presence here demonstrates the mutual respect our two unions have for each other.

I've known Tom for the better part of 25 years. I think we met on an organizing drive when Tom was 12, and I must have been 5.

*(Laughter)*

In January of 2012, Tom O'Donnell was elected President of Theatrical Teamsters Local 817. Previously he served as the Secretary-Treasurer and Business Agent since 1990. Prior to his service as an officer of the Local, he was transportation coordinator in television and motion picture production for five years.

He currently serves on the Board of Directors for the Museum of the Moving Image and was also appointed by International Brotherhood of Teamsters President Hoffa as the National Director of the Motion Picture and Television Division. He's a friend of the IA. He's a solid guy. He's here with Frank Connolly. Two folks who are close to us and have been helpful to us throughout the years.

Please welcome Tom O'Donnell and Frank Connolly, Jr.

(Standing ovation)

## THOMAS J. O'DONNELL

### President
### International Brotherhood of Teamsters
### Local 817

Good morning. President Hoffa extends his greetings and his best wishes to you, Matt, to the General Executive Board, and to you, our brothers and sisters.

Four years ago I stood at this podium before you. I talked about the special affinity I have for you. I talked about that Local 817 is a unique craft Local in an industry common to all IA Locals. I spoke about generations of families working side by side, how strong the IATSE bond is in New York, that no member of 817 would ever be caught dead crossing an IA picket line.

(Applause)

I also touched upon the duty of representation and the failure of unions to communicate to their members what we do for them, why we do it, what do our members need, how legislation -- how their votes affects jobs and their families.

In this last presidential election, we saw another epic example of unions failing to communicate. At my last membership meeting, before the election, I lectured to my members what a Republican presidency and a Republican Congress would mean. An anti-labor Labor Secretary, a hostile NLRB, a Supreme Court justice who puts the rights of corporations over the rights of people, tax reforms benefiting the rich and business, repeal of the ACA, a damn national Right-to-Work bill. And that's just for starters.

Now, I'm probably wrong about the ACA. I think they don't want to repeal it, they just want to totally gut it. He got in front of the cameras and said -- he proudly boasted -- he got rid of all the punitive Obamacare taxes, all except the one that matters the most to the middle class, the Cadillac tax, a big "screw you" to the unions.

After the election it was reported that nearly 50 percent of all union households voted for Trump. FOX News paraded the UAW worker on air saying that his union leadership was out of touch with the rank and file; that he and all his buddies had voted for Trump. My knee-jerk response is that it's the rank and file that's out of touch with their own best interests. But he was right.

*(Applause)*

He was right. Too many unions have lost touch with their members. Probably half my drivers voted for Trump. I can't just get up there and lecture to them, I need to engage them, I have to reach out and touch them. We need to effectively communicate that we don't give political action money to candidates and parties, we give it to issues. That a member shouldn't vote for people, they should vote for issues, issues that affects the pay in their pockets, the security of their jobs, the security of their pensions, and the health and welfare of their families, plain and simple.

*(Applause)*

I'm going to digress here. I was watching a panel debate one night on TV, probably on Fox, and the topic was, "Have unions outlived their usefulness?" Really? So after listening to they've served their purpose for a while, they've lost their way, they're greedy, they're marginalized, I thought about something funny that happened to me that evoked a similar question.

The Teamsters had their convention a year ago in Vegas and, like some of you, I was out there two weeks early to co-chair a committee. One night, back in my hotel room, I was feeling a little bit bored, I was lonely, I was missing my wife. I had just gotten married a month before. So I went down to the lobby, I jumped into a cab and I said to the driver, "Take me to one of those legalized brothels I've been hearing about."

So we drive about 40 minutes out of town until we come to this one-horse town in the middle of nowhere and the driver points to me a lineup of what I suspect are bordellos. So I enter into the nearest one, I make my way to the bar, I lean back and I survey the pulchritude working the room.

After a while a madam comes up to me and introduces herself and she says, "Do you see anything you like?"

And I said, "Yeah, there's a lot to like here." I said, "May I ask what the rate is?"

And she says, "$200."

And I say, "But what does the girl keep out of the $200?"

And she bristles and, "That's an unusual question."

And I explained to her that I'm a union delegate here at a convention and I need to know that they treat their employees fairly.

*(Applause)*

So she says, "Well, if you must know, the girl gets 90 and the house keeps the rest."

I said, "I'm sorry. In good conscience, that level of inequity precludes me from doing business here."

So she sighs and says, "Sorry to hear that. You know, there is one union joint three doors down, if you want to give that a try."

I entered into the aforementioned establishment and was immediately greeted by a grizzled worker of the joint who, if they had a 55-and-out, probably should have taken it a while ago. She introduces herself as Mabel and she says, "So, handsome, are you looking for a good time?"

And I stumble and stammer, I said, "I actually just came in to wet my whistle."

And she says, "You're in luck, that happens to be one of my specialties."

And I go, "You misunderstand. If you'd be so kind as to direct me to the bar."

I order a beer, I glance down the bar, and there at the end, my eyes light upon this vision. I mean, this girl was so beautiful, I almost forgot I was married.

I summon my courage and I introduced myself. Her name is April. After some small talk, I ask her if she's available; she is. I then ask her to point out a madam.

I approached the madam and I asked what the rate for a girl is and she says, "220."

I then say, "Look, I want to do some business here but I'm a union delegate, I need to be assured you treat your workers fairly."

The madam smiles and she says, "Well, the girl pays $80 in dues, she keeps 140 for herself and, oh, by the way, she gets full dental."

I reach into my pocket, I calmly peel out 220, I hand it to the madam and I exclaimed, "That's music to my ears. I think I'd like to have April."

The madam gives the wad of bills a quick flip. Satisfied, she puts it into her purse. She looks up, she smiles, and she states matter-of-factly, "I bet you would, but Mabel's got seniority."

*(Laughter and applause)*

Now, if this speech should happen to end up on YouTube and my wife or, even worse, President Hoffa should happen to see it, of course it's not a true story. I've always felt, when trying to convey a point through humor, it's better to do it as it's more effective, more relatable to do it as a personal anecdote rather than a simple joke.

But back to the question: Are unions antiquated? Do we still need unions? And to that I say: Absolutely, now as much as ever.

Yeah, we're not perfect. Our leaders don't always have the best training. We like to promote from within. You won't find too many of us with an Ivy League law degree. We sometimes forget we're in the people-helping business, that we should always put the interests of the members above our own. We haven't always kept up with technology in the consequential evolution of jobs. But society's enlightenment to its workers remains nearly unchanged from a century ago.

People who have never been a member of a union for one day in their life fail to understand the impact that unions or even the threat of unionization has had on their lives, in their wages, in the benefits they receive, in worker compensation, occupational safety, and other labor laws that protect them. When we diminish unions, as we have in recent decades, we see a stagnation of wages and benefits confined to the working class.

This past spring, Local 817 had an organizing campaign at a four-wall facility in New Jersey. The floor workers were already represented by the IA. These drivers, mostly Latino, were horribly treated by the employer: poverty level wages, crappy benefits, crappy enforcement of overtime, no job security.

We had every card signed. We prepared those drivers for the antiunion, full-court press that was to come from the employer: the threats, the misinformation, the false promises. We lost that election by one vote.

My colleague, Frank Connolly, who has put his heart and soul into this campaign, was disconsolate, because he knew that the union would have been a game changer in the lives of these drivers.

But I said to Frank, "We did our job."

From the start of the campaign to the end, the company raised the wages from $15 an hour to $25 an hour. They beefed up the overtime provisions and they guaranteed, or they promised, a minimum 3-percent wage increase, for subsequent years.

And if the company fails to live up to those promises, we'll be right back there again next year.

*(Applause)*

I can honestly say that in my 27 years as a labor leader, this is the scariest time I can ever remember. But it's also the most exciting, because I really believe that organized labor has a chance to swing the pendulum back in our direction. If we want to make America great again, we need to make unions great again.

*(Applause)*

So here's what I'm going to do: I'm going to organize. I'm going to represent. And I'm going to get out there and preach the gospel, the gospel according to Eugene Debs, the gospel according to Sam Gompers, the gospel according to James Hoffa, and the gospel according to Matthew Loeb.

*(Applause)*

From the bottom of my heart, I thank you for this honor in allowing me to speak to you again today. I'll keep coming back as long as you keep inviting me. Godspeed to you in your business at this convention. Godspeed to us all in the difficult road that lies ahead.

I only have one last thing to say to you. God bless the IA.

*(Standing ovation)*

PRESIDENT LOEB: Thank you, Tom, for your words and for your support and your work over the years on behalf of your members and our members, and entertainment industry workers.

We now have with us a special guest from the Screen Actors Guild, SAG-AFTRA – I misspoke – SAG-AFTRA, Gabrielle Carteris. Gabrielle was elected SAG-AFTRA President on April 9th, 2016. She was previously elected Executive Vice President from 2013 to 2016. She's the Chair of the National TV Theatrical Contracts Negotiating Committee and leads the President's Task Force on Education, Outreach and Engagement.

Carteris was elected in August 2016, as a Vice President on the AFL-CIO's Executive Council. She became a household name playing Andrea Zuckerman on the Aaron Spelling drama "Beverly Hills 90210." The success of the show allowed Carteris to get involved with many great organizations, including DARE, Noxema Extraordinary Teen program, MADD, Read to Glow, Best Buddies, and The Sky's the Limit Fund.

In August 2016, she was honored by the Jewish Labor Committee Western Region with the Eleanor Glenn Leadership Award. A fierce advocate for inclusion and equality for all, Carteris is a sought-after speaker and panelist on adversity topics and led the union fight to pass California's IMDB law, which helps mitigate rampant age discrimination in entertainment and other industries.

In 2016, she organized a campaign to urge Governor Brown to sign AB 1687. She was also listed on Variety's Power of Women LA Impact Report 2016 and on the Hollywood Reporter's 2016 Women in Entertainment Power 100 List.

In 2008, Carteris served the Screen Actors Guild as fifth alternate National Director, in 2009 as first alternate National Director. And in 2010, she began her three-year term as a national board member.

She is here, also, with Pam Greenwalt from SAG-AFTRA, and please give a warm welcome to Gabrielle Carteris.

*(Standing ovation)*

## GABRIELLE CARTERIS
## President
## SAG-AFTRA

I was told I can make this rise and – no, it's good. Hi! No, it's good.

Man, I'm exhausted. You know, I just got in last night from Atlanta and I want to give a shout out to Local 479. I heard your Young Workers Committee raised over $100,000. That's great. Come on, guys, give it up.

*(Applause)*

Good work going on, right?

I really am honored to be here. Really, thank you, Matt.

You may have heard we have just completed one of the most challenging, and I mean challenging negotiations our union has seen in over a generation. And I want you to know we made incredible strides in this bargaining.

I'm tired, but I am absolutely proud. We, in fact, made gains that speak to the future of our industry. The title of your convention, "Growth Equals Strength." And we addressed some very complicated issues. We actually went to the heart – to the heart of our contracts and changed structures that have existed for decades; and changing structures are hard.

Recognizing the shifts of our industries was paramount. We knew that wage increases weren't enough. They weren't going to be enough. We had to speak to the future. And with the way television production is moving in ways that you understand – shorter orders, more travel, things that run to the heart of our industry – and so you know what? We went for it. We really went for it.

We have been working with decade-old contracts in a new paradigm, so it was time for a change. We focused our membership and we focused the negotiation. And let me tell you, that is not easy. It's not easy, is it, Matt? No. It's hard work.

And as unionists, you know that making changes on behalf of our members in a time when our employers are not individuals, but major conglomerates, is hard. So, now that we have completed the negotiations, accomplished that goal, I am traveling the country speaking directly to our members about ratifying this agreement. And I am struck by how connected many of our members are and how many of our members aren't. It's actually quite stunning.

We are so busy doing the work that sometimes it seems like inside baseball. The real key is that it isn't. So we have to make sure we don't make it inside baseball. We have to speak the language that we can all understand.

So when President Loeb, Matt, called and invited me to be here, I was in the midst of traveling and negotiations, a lot of work, but I knew something. I wanted to be here with you this morning. I wanted to take a moment to celebrate the advances that the members of IA are making every day; and this convention speaks to those advances. As soon as I walked into the door last night – honest to God, as God be my witness – I could feel the energy. I mean, I was given this scarf – who is wearing the scarf today? Come on, guys, do it proud, right?

*(Applause)*

I spoke to your members and your staff and I have to tell you, they are really energized. It's clear from the support of the members and staff who I talked to in this room that you actually have helped to carry the heart and spirit of your membership. Members and staff told me about the work that is being done and I could see their joy in what is happening and their belief, their belief in the future. And that is the soul of unionism.

What is great about Matt is his inclusiveness. You can see that in the speakers he's invited here and the leadership he is surrounding himself with, the programs he is creating and supporting. And I am really impressed.

I heard what the IA is doing with the Young Workers Convention. People are excited about that. The numbers are impressive. The Women's Committee, how everybody is showing up in numbers that they never imagined. I heard great things about your leadership of the union, how your leadership is making it more inclusive, diverse, it's tremendous. It's inspiring people to join; and that's critical, not just for IA but for all of us who participate in the labor movement. That is actually gold.

I'm going to take that gold, I'm going to add it to our spirit as I'm on the road speaking for our members, your brothers and sisters. Because being a union member in today's world is more difficult than ever before, we all know it. We are being challenged in ways we could never, ever have imagined. But I don't see that, I want you to know I don't see that as a bad thing. I actually see that as an opportunity. The energy that fills this convention and the energy that I feel when I'm talking to members around the country, it is exactly what is needed to ignite the labor movement, to rejuvenate it, to make sure that the next generation feels the excitement and understands who we are, who we are and what we can do together.

So when I came in last night, when I've been speaking to members and staff, I want you to hear, Matt – I want you to hear this because, you know, as leaders we also hear the other side all the time. So I want you to hear some of the things that were said about you.

"He is a visionary."

*(Applause)*

"He has changed so many things."

"He is an inspiration."

*(Applause)*

It's really beautiful.

And I've been told there are people in IA who are actually solely here, joined, because of you, because of your inspiration. They've been inspired by you, they joined, and there is no higher compliment that any leader can receive, because you are making a difference.

My mother used to say to me, "It's the responsibility of every generation to make a difference, to make an impact."

You know, at SAG-AFTRA now – I don't know if you're aware of this – all three of our officers are women, and we have –

*(Applause)*

It's true. We have a diverse executive team, and our member numbers are growing faster than ever before. We believe in growing the membership and taking the steps necessary to support the efforts of the labor movement. And we stand in partnership with the movement and with IA.

So I want to speak about membership just for a second, or partnership because I don't know if you know this fact, but we have, actually, a very deep history. I didn't know this, but Matt probably did. The first strike of IA was in 1886, and then I was pleased to learn that our relationship as Actors supporting IA began then. That's over a hundred years ago. Because in that first strike, it was the Actors who walked out with you and helped to make that strike successful.

*(Applause)*

That's pretty good. Over a hundred years, huh?

Now, let's be honest here. We have a long history together. We've had many ups. I know we've had some downs; I wasn't a part of that.

*(Laughter)*

But here in 2017 as I stand in front of you as the President of SAG-AFTRA, I want to let you know that our membership, our 160,000 members, we stand with our brothers and sisters in IA, and we stand strong.

*(Applause)*

And my commitment is to continue to work with President Loeb to do everything within my power to make sure that we walk together as we prepare our membership for the future. This is about the future. We want the next hundred years, plus, to be in partnership as two unions and one labor movement in our industry. Over the next hundred years our partnership may be more important than ever before.

So, now, today, we are in Day 1 of our next hundred-plus years. As I think about what we have heard, I know what IA is focused on, and that speaks to me, truly speaks to me, as a person and as a leader. I'm struck by how SAG-AFTRA and IA have areas of tremendous commonality. As we look to understand what is critical for the growth and vitality of the labor movement, our industry and beyond, we will be on this journey together.

Diversity is a key to that journey. At SAG-AFTRA we are working to fight ageism in this industry not just for people in front of the camera but for everybody who is on the set.

*(Applause)*

Standing together to fight for us. That is reflected in one of our key priorities at SAG-AFTRA, and it's in line with the efforts that I've been personally involved with working with Governor Jerry Brown in California to change the laws that allowed for age discrimination against older workers through IMBD law. And expanding inclusivity in all of our forums because ,as the world grows more global, it has to make room for everyone in this country, make room for everyone in this country and beyond.

So no matter your political affiliation, we know unions are being attacked in this country. Pension and health is being threatened. And in the face of that, we must tell our own stories. But instead, we are being defined by others, shrouded in yesteryear of how unions were.

We need – we need to be the ones to lead the narrative. We have to expand our membership and look to engage our pre-members or, as Brother Matt likes to say, our brothers and sisters who don't know it yet.

We have to create that room so that our stories, the stories coming out of our unions, resonate with the people who are hearing about the labor movement. The public needs to understand our value. It's so critical that we be viewed as relevant by the next generation of workers.

So I want to tell you a story. When I was at my first meeting at the AFL-CIO Executive Council I heard all the activities the other unions are involved in. For instance, the Building Trades helping to cure diabetes, actually committed to doing that within the next ten years. Firefighters empowering Muscular Dystrophy Associations. The Postal Workers, who are feeding the hungry in this country. These are the issues, the social actions that speak to the heart of our youth and society, that the next generation finds important.

We have to make ourselves relevant. The preunion members, they do not know the labor movement is leading the way. We must share who we are and what we do. And when we do that together, we can reshape the narrative that we can lead the way in defining our culture. That is a compelling narrative, and it keeps us relevant. And this speaks to the heart of unionism.

So as I walked in here today and go to our membership meetings around the country – because I'll be leaving right after this to talk about our contracts and to speak about our values – I'm going to bring the spirit – and I promise – the spirit of the IA and of this

convention with me so that our members can feel the strength and the revival of the labor movement and of our common cause and solidarity.

I want to thank you for allowing me this brief moment to be with you because there truly is strength in unity, and I am proud that we can say we are truly stronger together.

Thank you.

*(Standing ovation)*

INTERNATIONAL PRESIDENT LOEB: Thank you, Gabrielle. You're a great labor leader and a great ally to the IA. You're absolutely right that we need to stick together, and that's what's going to make us strong into the future. Thank you so much for being here.

We'll now hear of the report of the Grievance Committee. Vice Presidents Di Tolla and Claffey will read the report.

## REPORT OF THE GRIEVANCE COMMITTEE

COMMITTEE CO-CHAIRMAN DI TOLLA: Report of the Grievance Committee. This is the report of the Grievance Committee, which convened at 7:00 p.m. on July 18th, 2017, in the Diplomat Ballroom 2 of the Diplomat Resort in Hollywood, Florida, to take up the appeals that were timely submitted to the convention.

The Committee was made up of 67 delegates of whom 60 were in attendance. Vice Presidents Daniel Di Tolla and James J. Claffey, Jr., served as Committee Co-Chairpersons. They appointed Jamie Fry and Mark Kiracofe of Locals ACT and 668, respectively, to act as Secretary and Sergeant-at-Arms, respectively.

At the outset, the committee reminded the delegates of the rules previously adopted by the convention to limit speakers to three minutes per topic and to two times per topic.

*...Committee Co-Chairman Di Tolla read the following:*

### RICHARD COHEN V. LOCAL NO. ONE

Local No. One member, Richard Cohen, appealed to the International President concerning the 2013 election of officers in Local No. One. Brother Cohen claimed that "the Local's current election procedure is not democratic because almost 20% of the electorate was denied the right to vote." Local One's Constitution and Bylaws requires in-person voting.

President Loeb denied the appeal. He observed that Brother Cohen did not provide any evidence that Local One members were denied an opportunity to participate in the Local's 2013 election of officers. The International President held that there was nothing in the record to support setting aside the election.

He found that the Local had followed its election procedures which are set forth in Local One's Bylaws. He noted that if Brother Cohen or any other member wished to change any provision of the Local's Constitution and Bylaws, including how the Local conducts its elections, they could amend the Local's Constitution and Bylaws.

In a letter dated August 30, 2013, Brother Cohen appealed the International President's decision to the General Executive Board, standing by his claim that members were prohibited from participating in the election.

On March 13, 2014, the General Executive Board voted to uphold President Loeb's ruling. President Loeb did not vote.

On April 8, 2014, Brother Cohen appealed to the convention. Vice President and Committee Chairperson James J. Claffey, Jr., and Committee Member Daniel D. Dashman absented themselves from the room and did not participate in deliberations or vote.

Brother Cohen's appeal concerns nominations and elections. Therefore, it is governed by the fifteen (15) day statute of limitations in Article Seventeen, Sections 2 and 8, of the International Constitution. The Committee noted that there were twenty-six days between the GEB decision and Brother Cohen's appeal to the Convention. The Committee thus dismissed the appeal because it was not timely under Article Seventeen, Sections 2 and 8, of the International Constitution.

COMMITTEE CO-CHAIRPERSON DI TOLLA: Mr. President, the Committee unanimously recommends that the Delegates adopt its decision to dismiss the appeal of Brother Cohen because the appeal was not filed timely as required by Article Seventeen of the International Constitution; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Is there a second?

Microphone No. 3.

DELEGATE KYLE BEEBE, Local 33: Kyle Beebe, Local 33. Mr. President, I second the motion.

INTERNATIONAL PRESIDENT LOEB: Thank you.

Is there any discussion?

There being none, all those in favor of the recommendation of the committee, say aye.

Those opposed, say no.

Committee recommendation is adopted.

*...Committee Co-Chairperson Di Tolla read the following:*

## ELIZABETH ALVAREZ V. LOCAL 695

The appeals of Elizabeth Alvarez and James Osburn concern the 2014 trusteeship of Local 695. Alvarez and Osburn were officers of Local 695 at the time the Local was placed in trusteeship. They each appealed President Loeb's Decision to place Local 695 in trusteeship and to remove them from office. The facts leading up to the trusteeship occurred over a period of years. They concern Local 695's interactions with other IATSE local unions. The facts involve Article Nineteen, Section 26, Article Twenty, Section 1, and Article Seven, Section 5(f), of the International Constitution.

Committee Member Peter Marley and Local 695 member Jay Patterson excused themselves from the proceedings during the appeals of Sister Alvarez and Brother Osburn.

HISTORY: Article Nineteen, Section 26, requires a member who works under International collective bargaining agreements such as the Area Standards Agreement or the Low Budget Agreement to pay work assessments to the Local where the member is working.

In 2010, Local 695 member Kate Jesse was working in the jurisdiction of Local 485. Sister Jesse refused to pay work assessments to Local 485. Local 485 reached out to Local 695, namely Local 695 Business Manager James A. Osburn. After unsuccessfully dealing with Brother Osburn, Local 485 asked President Loeb to intervene.

Also in 2010, Local 695 member Thomas Conrad was working in the jurisdiction of Local 478. Conrad also refused to pay work assessments to Local 478, which led to a series of discussions between Brother Osburn and Local 478. Local 478 filed charges against Conrad for violating Article Nineteen, Section 26. Local 695 never had a trial on the charges Local 478 filed against Conrad and the assessments owed by Conrad to Local 478 remain unpaid.

In February and March 2011, Sister Jesse was again working in the jurisdiction of Local 485. She again refused to pay work assessments to Local 485. Sister Jesse told Local 485's Business Agent William Randall that on the advice of Osburn she was not going to pay any fees to Local 485. Again, Local 485 reached out to Local 695 without any success. As it had done before, Local 485 requested President Loeb's assistance.

When President Loeb got involved in February 2011, he issued a directive to Local 695 advising Local 695 that its members are required to follow Article Nineteen, Section 26, of the International Constitution. President Loeb stated that if he found out that anyone in Local 695 had advised members not to pay work assessments required by Article Nineteen, Section 26, that he himself would file charges against that person.

A mere four months after President Loeb's February 2011 directive, Local 695 was again leading Local 478 on a chase for work assessments from Local 695 members Conrad and Mark Weber; both of whom were working in Local 478's jurisdiction. Local 478 filed charges against Weber. Local 695 never prosecuted the charges and neither Weber nor Conrad ever complied with Article Nineteen, Section 26.

Beginning in 2012 through September 2013, Local 478 pursued Local 695 member Joshua Levy for the same violations that had been committed by Jesse, Conrad, and Weber in 2010 and 2011. Local 478 officers Michael McHugh and Chandra Miller filed charges against Levy. Local 695 only heard one set of charges, those filed by Brother McHugh. It never heard the charges filed by Sister Miller. The McHugh v. Levy charges were filed in August 2012, but Local 695 did not hear the charges until 10 months after they were filed June 2013, and it did not issue a decision until January 2014, 17 months after the charges were filed. Local 695 fined Brother Josh Levy $25 for violating Article Nineteen, Section 26.

Brother Osburn testified that Local 695 was only addressing the Levy charges "under threat of trusteeship." The charges Sister Miller filed against Levy from September 2012 through September 2013, were never heard by Local 695.

Because Local 695 had done nothing to prosecute the charges Sister Miller filed against Brother Levy, President Loeb took jurisdiction of those changes under Article Seven, Section 5(a), of the International Constitution. Vice President William E. Gearns conducted a hearing on the charges. The hearing took place on December 18, 2013. Brother Levy did not appear. He was found guilty of all five charges and fined $12,500.00.

*...Committee Co-Chairperson Di Tolla read the following:*

## LOCAL 478 V. LOCAL 695 (TRUSTEESHIP)

In October 2013, Sister Chandra Miller, Secretary-Treasurer of Local 478 filed charges against Local 695. The charges were filed under Article Twenty, Section 1, of the International Constitution. Because the charges involved one Local against another Local, the International took jurisdiction under Article Seven, Section 5(f), of the International Constitution. The charges also alleged that Local 695 had violated Article Nineteen, Section 26.

On January 7, 2014, the International held a trial on these charges. The charges alleged that Local 695:

"encouraged its members to violate Article Nineteen, Section 26, of the International Constitution; and

"encouraged its members not to pay dues and work assessments to sister Locals in whose jurisdiction Local 695 members were working; and

"engaged in delay and obstructionist behavior encouraging members to disregard their constitutional obligations."

During the hearing on the charges between Local 478 and Local 695, the testimony established that when members of Local 695 worked in the jurisdiction of Local 478 or another Local, they would not pay work assessments required by Article Nineteen, Section 26, of the International Constitution.

After both sides presented all their evidence, the Hearing Officer recommended to the International President that the Local be placed in trusteeship.

The International President completely reviewed the entire record in the case before he issued his "Decision and Order" on February 20, 2014, placing Local 695 in trusteeship. President Loeb found that Local 695 and its officers ignored the directive he issued on February 18, 2011, that required all members of Local 695 to abide by Article Nineteen, Section 26. President Loeb also found that Local 695:

"willfully and intentionally violated the International Constitution;

"aided, abetted and encouraged their members to violate the International Constitution;

"obstructed their members from paying work assessments."

President Loeb found that International intervention was necessary because Local 695's conduct would continue otherwise.

Pursuant to Article Twenty, Section 1, of the International Constitution and Section 462 of the Labor-Management Reporting and Disclosure Act, President Loeb found that Local 695 was:

"engaging in conduct that reflects discreditably upon the International; and

"engaging in conduct that interferes with the International's responsibilities under the Low Budget and Area Standards Agreements; and

"interfering with the fulfillment of the legitimate objects of the International and Local 478 as labor organizations."

On February 24, 2014, President Loeb suspended all of the Local 695 officers and directors from office and placed Local 695 into trusteeship. Sister Alvarez and Brothers James Osburn received President Loeb's decision and order.

On March 25, 2014, Sister Alvarez appealed to the General Executive Board her suspension from office and the decision to place Local 695 into trusteeship. She argued that

"she had not been charged with "any unlawful crime or with any specific violations" of the Constitution of the International or the Local; and

"that she has not been properly charged with any misconduct and/or misfeasance as an Officer of the Local and/or as a Special Representative employed at the Local 695 business office."

She demanded that she be reinstated to her "duly elected office of Secretary-Treasurer."

On May 29, 2014, the General Executive Board denied Sister Alvarez's appeal. The following members

of the Board recused themselves from the proceedings, did not participate in the deliberations, and did not vote on the final decision of the Board:

International President Matthew D. Loeb and International Vice Presidents Michael F. Miller, Jr., John M. Lewis, William E. Gearns, Jr., and Phil LoCicero.

The Board held that there was substantial evidence justifying the trusteeship. The Board also found that Sister Alvarez and Local 695 received due process; that Local 695 received notice of the charges; and that Local 695 prepared and presented a vigorous defense. The Board held that Local 695 had violated the International Constitution and had encouraged its members to violate the International Constitution.

On June 26, 2014, Sister Alvarez appealed the decision of the General Executive Board to this Convention. She claims that President Loeb violated due process and the democratic rights under federal law and the IATSE Constitution and Bylaws by placing the Local in trusteeship.

COMMITTEE CO-CHAIRPERSON DI TOLLA: The committee voted unanimously to uphold the decision of the General Executive Board. The Committee believes the decision of the International President, which was affirmed by the General Executive Board, was correct and should be upheld by the convention; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Can I get a second?

Microphone No. 5.

DELEGATE DEBORAH LIPMAN, Local 600: Deborah Lipman, Local 600. I second that.

INTERNATIONAL PRESIDENT LOEB: Thank you.

It's been moved and seconded to adopt the recommendation of the committee. Is there any discussion?

There being none, those in favor of the recommendation of the committee, say aye.

Opposed, say no.

Recommendation is adopted.

*...Committee Co-Chairperson Di Tolla read the following:*

## APPEAL OF JAMES A. OSBURN (Local 695 TRUSTEESHIP)

On February 24th, 2014, Brother James A. Osburn and all the officers and Board of Directors of Local 695 received President Loeb's Decision and Order placing Local 695 into trusteeship and suspending them from office in the Local.

On March 25th, 2014, Brother Osburn appealed to the General Executive Board from the Decision and Order of the International President. He argued that:

a) he was prevented from appealing the decision of the hearing officer at the January 7th, 2014 trusteeship hearing referenced earlier;

b) Osburn also contended that the International President did not have the prior consent of the General Executive Board to suspend Local 695 officers and terminate its employees;

c) Osburn also argued that he was deprived of his fair trial rights under the International Constitution.

Brother Osburn further "demanded" that he be reinstated to his duly elected office.

The following members of the Board recused themselves from the proceedings, did not participate in the deliberations and did not vote on the final decision of the Board:

International President Matthew D. Loeb and International Vice Presidents Michael F. Miller, Jr., John Lewis, William E. Gearns, Jr., and Phil LoCicero.

The remaining General Executive Board members – namely, General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Pettie, John T. Beckman, Jr., Daniel Di Tolla, John R. Ford and Craig P. Carlson – affirmed the decision of President Loeb and denied Brother Osburn's appeal.

The Board found that Local 695 repeatedly violated and advised its members to violate the International Constitution and Bylaws, including Article Nineteen, Section 26. It held that President Loeb acted properly under Article Twenty of the International Constitution and Local 695 had nearly three (3) months to prepare a defense to the charges. The Board also found that the Trusteeship was fairly and timely issued by the International President under Article Twenty and that Brother Osburn's claim of being denied due process is without merit. The Board concluded that the International followed all procedural and legal

guidelines. It held that the evidence overwhelmingly supported the Decision and Order of the International President to place Local 695 into trusteeship.

On June 24, 2014, Brother Osburn appealed to the Convention. He contends that:

a) The General Executive Board did not review pertinent legal documents that supported Local 695's defense;

b) the General Executive Board was not fair and that it was absurd for Board members to recuse themselves;

c) that it was unfair to exclude Local 695 members and officers from the deliberations of the General Executive Board; and

d) Local 478 should not have filed charges against Local 695 members who refused to pay work assessments; instead, Local 478 should have disciplined those members under Article Sixteen, Section 2 of the International Constitution.

Brother Osburn requests that the International withdraw the trusteeship and reinstate all officers to their former positions; He requests an apology from the International President, and he requests that his appeal be heard under United States Department of Labor rules.

COMMITTEE CO-CHAIRPERSON DI TOLLA: The Committee voted unanimously to adopt the decision of the General Executive Board; and I so move you, Mr. President.

INTERNATIONAL PRESIDENT LOEB: Microphone No. 1.

DELEGATE GREG R. HANCOX, Local 59: Mr. President, Greg Hancox, Local 59. I second.

INTERNATIONAL PRESIDENT LOEB: Thank you.

It's moved and seconded to adopt the recommendation of the committee. Is there any discussion?

There being none, those in favor of the recommendation, say aye.

Opposed, say no.

Recommendation is adopted.

*...Committee Co-Chairperson Di Tolla read the following:*

## APPEAL OF JAMES A. OSBURN (SUSPENSION FROM MEMBERSHIP) LOEB V. OSBURN

The final appeal related to Local 695 and its interactions with affiliated IA local unions, concerns charges filed on January 30, 2014, by International President Matthew D. Loeb against James A. Osburn. The delegates will recall that when I read the Alvarez Appeal Summary I mentioned a letter dated February 2011, from President Loeb to Local 695. In that letter, President Loeb stated that if he ever found out that anyone in Local 695 had directed its members to violate the International Constitution that he would file charges against that person.

The Loeb v. Osburn charges allege that Osburn:

"Counseled and advised Local 695 member Joshua B. Levy not to pay work assessments to Local 478 in violation of Article Nineteen, Section 26 of the IA Constitution; and

"Advised Local 209's Secretary-Treasurer Jonathan D. Andrews, that Local 695 members, namely, Brother Richard Hansen, did not need to pay working dues to Local 209 when Local 695 members worked in Local 209's jurisdiction.

By these actions, Brother Osburn blatantly disregarded the IA Constitution; interfered with the International's efforts to enforce its Constitution; encouraged officers and members to ignore the IA Constitution, including Article Sixteen, Section 1, Article Nineteen, Sections 4 and 26, and Bylaws; undermined the authority and office of the International; and acted in a manner detrimental to the advancement of the purposes of the International.

A trial took place on March 25, 2014. Vice President John Lewis was the prosecutor. Local 695 member Joshua Levy testified that Brother Osburn advised him not to pay work assessments to Local 478.

Local 209 Secretary-Treasurer Andrews testified by affidavit that Brother Osburn told them that Local 695 members did not have to pay dues or assessments when they worked in another Local's jurisdiction, including Local 209.

Brother Osburn and Sister Alvarez testified on behalf of Osburn and presented a vigorous defense to the charges. In addition, several members of Local 695 were present on behalf of Brother Osburn.

After careful consideration of all the evidence and testimony, Representative Scott Harbinson issued

his decision in July 2014. He found that the charges against Brother Osburn were true and correct and that Brother Osburn was guilty as charged. Brother Osburn appealed to the General Executive Board.

1. He alleged that Representative Harbinson did not present any proof or citations in his decision;

2. Osburn argued that he had legal support for his actions;

3. Osburn contended that the Local 695 members who owed work assessments to Local 478 should not have had charges filed against them, but Local 478 should have disciplined the members under Article Sixteen, Section 2, of the International Constitution;

4. Osburn argued that the Local 478 charges against Local 695 members were time barred and he was denied due process;

5. He also contended that the charges filed by the International President against Local 695 member Joshua Levy were unconstitutional;

6. He alleged that he should have been made aware of the charges filed against Levy;

7. Osburn alleged that Levy's testimony against him was untruthful; he denied advising Levy not to pay work assessments;

8. Osburn contended that Vice President John Lewis should not have prosecuted the charges.

9. He contended that the hearing was biased; the charges without merit; and the hearing violated his due process rights and his suspension from membership is unlawful.

Osburn requested that the General Executive Board lift the trusteeship; remove his suspension and the suspension of the other officers. He requested that the Board order Local 695 to rehire four employees who were discharged.

At the General Executive Board meeting held in Charlotte, North Carolina, January 26-30, 2015, Brother Osburn's appeal was heard. The following members of the Board recused themselves from the proceedings, did not participate in the deliberations and did not vote on the final decision of the Board: International President Matthew D. Loeb and International Vice Presidents Michael F. Miller, Jr., John M. Lewis, William E. Gearns, Jr., and Phil LoCicero.

The remaining General Executive Board members – namely, General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Pettie, John T. Beckman, Jr., Daniel Di Tolla, John R. Ford and Craig P. Carlson – reviewed the appeal.

On February 23, 2015, the Board affirmed the decision of Hearing Officer Harbinson and denied the appeal.

1. The Board found that Brother Harbinson carefully considered all evidence and testimony. The Board observed that Brothers Levy and Andrews provided direct evidence that Brother Osburn told members of Local 695 not to pay dues when they worked in another Local's jurisdictions.

2. The Board held that the discipline against Local 695 members Levy and Thomas Conrad was appropriate because they violated Article Nineteen, Section 26; and

3. There was no requirement that Brother Osburn should have been made aware of the charges filed by the International President against Levy.

4. The Board found that Brother Osburn did not file a timely appeal to the decision against Josh Levy.

5. The Board found that Brother Osburn received due process;

6. It held that Vice President Lewis could prosecute the charges against Brother Osburn because any member in good-standing may participate in internal union trials;

7. Finally, the Board noted that Local 695 had its autonomy restored in January 2015.

On April 1st, 2015, Brother Osburn appealed to this Convention. He requests that the Convention consider the following:

1. The March 2014 hearing was a sham legal proceeding, a kangaroo court. He contended that Sister Alvarez and other Local 695 officers were not called to testify on his behalf;

2. The Board did not accurately cite evidence from the official recorded, certified transcript.

3. International President Loeb should have attended the hearing on March 25th, 2014, so that he could be confronted and questioned by Brother Osburn.

4. President Loeb's charges against Brother Osburn were based on heresay. Brother Osburn argues that he did not receive a fair trial according to Article

Sixteen, Section 2, of the International Constitution, because it was a hearing, not a trial.

COMMITTEE CO-CHAIRPERSON Di TOLLA: The committee voted unanimously to uphold the decision of the Board; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 7.

DELEGATE BUD RAYMOND, Local 479: Mr. President, Bud Raymond from Local 479. I second the motion.

PRESIDENT LOEB: Moved and seconded to adopt the recommendation of the committee. Is there any discussion?

There being none, all those in favor of the committee recommendation, say aye.

Opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson Claffey read the following:*

## APPEAL OF JOHN BOOCKHOLDT, JR. V. LOCAL NO. 78

On September 2, 2015, Brother Lewis Shannon of Local 78 filed charges against Brother John Boockholdt, Jr. The Charges alleged that Brother Boockholdt made inappropriate comments on two occasions; on or about July 26, 2015 while working a concert of the female singing group Fifth Harmony at the Birmingham-Jefferson Convention Complex in Birmingham, Alabama and on July 31, 2015 at an event sponsored by the Church of the Highlands at BJCC Arena. Specifically, the Charges alleged that Brother Boockholdt made inappropriate, harassing comments to Fifth Harmony and also to women connected to the church event. The Charges also allege he made several crude comments about the "pretty women" working in catering. It was contended that these actions violated Article XII, Section 1 of the Local 78 Constitution and Bylaws which prohibits members from engaging in discreditable or detrimental conduct.

After a trial, the Local 78 Trial Board found Brother Boockholdt guilty as charged and recommended his expulsion. The membership voted to accept the guilty verdict but rejected the Trial Board's recommendation to expel Brother Boockholdt. Instead, the membership voted to suspend Brother Boockholdt for a period of six months.

Brother Boockholdt appealed the membership's decision to the International President.

The International President upheld the membership's decision. In his appeal to President Loeb, Brother Boockholdt argued that the charges and trial occurred only because the Trial Board and the membership wanted to force him to retire. President Loeb disagreed. He explained that in order to accept Brother Boockholdt's argument, the Trial Board and the entire membership would have had to conspire with the four (4) members of the church group as well as with Fifth.

Harmony on the two different dates to single out Brother Boockholdt and make up the allegations against him. President Loeb concluded that it was not supported by the testimony of the witnesses who were present during the events and who had spoken to the church group and with Fifth Harmony. President Loeb found that the testimony and evidence supported the membership decision to affirm the guilty verdict and to suspend Brother Boockholdt from membership for six months.

Brother Boockholdt appealed the International President's decision to the General Executive Board. In his appeal to the General Executive Board, Brother Boockholdt alleged that his due process rights were violated; that he was not permitted to confront his accusers; that the evidence against him was unreliable, second-hand hearsay; that the charges were retaliatory because he has advocated for drug testing which was not popular in the Local; that the Local failed to conduct a proper investigation and the evidence did not support a guilty verdict.

After reviewing the entire record, including Brother Boockholdt's appeal, the General Executive Board unanimously denied the appeal. The Board determined that the International President did not commit any error when he ruled that the evidence against Brother Boockholdt was sufficient. It further found that the charges were timely and there was no conspiracy against Brother Boockholdt. Brother Boockholdt appealed to the Convention.

COMMITTEE CO-CHAIRMAN CLAFFEY: After taking up the appeal of Brother John Boockholdt, Jr., the Grievance Committee voted to adopt unanimously the decision of the General Executive Board; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE MARTHA SMITH, Local 764: Mr.

President, Martha Smith, Local 764. I second the motion.

PRESIDENT LOEB: Moved and seconded to adopt the recommendation of the committee. Is there any discussion?

There being none. All those in favor, say aye.

Opposed, say no.

The committee recommendation is adopted.

*...Committee Co-Chairperson Claffey read the following:*

## APPEAL OF ARMANDO DASILVA V. LOCAL NO. 129

On January 15, 2015, IATSE Local 129 President, Brother Armando DaSilva, was the subject of several charges filed by Local 129 members James Brown, James Langham, and Gregory Kott. The Affidavit of Charges alleged that on or about September 21, 2014, to January 12, 2015, Brother DaSilva violated Local 129 Constitution and Bylaws Article VI, Sections 1 and 7; Article VII, Section 12; Article IX, Section 7; and Article VII, Section 3. The charges alleged that Brother DaSilva failed to properly discharge his duties as Local President and failed to personally comply or ensure the compliance of others with the Local Union's longstanding financial protocols when issuing checks against the Local's bank accounts. The charges also alleged that Brother DaSilva neglected his duty to ensure that a vacancy of the Local Secretary-Treasurer position was filled in a timely fashion as required by the Local Constitution.

On January 19, 2015, Brother DaSilva challenged the Local's decision to take cognizance of the charges. At the request of the Local, International President Matthew Loeb assigned International Representatives Peter DaPrato and Jason Vergnano to assist the Local in conducting a meeting where cognizance of the charges was revisited and voted upon by the Local's general membership. The general membership voted by secret ballot to take cognizance of the charges. Thereafter, a trial was conducted and the Trial Board found Brother DaSilva guilty of all charges. The Trial Board issued a variety of penalties, which included an immediate suspension from the office of Local President, reprimands, a suspension from the Local 129 call list for a period of 6 months and a restriction from holding office with IATSE Local 129 for a period of 10 years. On May 27, 2015, Brother DaSilva appealed the Local's decision to take cognizance of the charges.

On June 18, 2015, President Loeb denied Brother DaSilva's appeal. President Loeb noted that when the Local 129 membership voted by secret ballot to take cognizance of the charges, Brother DaSilva raised no objection at that time. Thus, President Loeb found that Brother DaSilva's appeal of the cognizance determination was time barred by Article Seventeen, Section 2 of the International Constitution.

President Loeb also affirmed the Local 129 membership's decision which: Suspended Brother DaSilva as Local President; reprimanded him; suspended him from the Local 129 call list for 6 months; and barred him from holding office for 10 years.

President Loeb found that the evidence supported the membership's decision. He determined that the Local 129 Trial Board had followed its Constitution and Bylaws. He thus denied the appeal.

On July 24, 2015, Brother DaSilva appealed the decision of the International President to the General Executive Board. Brother DaSilva alleged that he did appeal the cognizance determination in a timely manner and within the statute of limitations of Article Seventeen, Section 2, of the International Constitution. He also argued that he and the other accused were informed that they had no voice at the meeting, which explains why they did not object at the time.

The General Executive Board voted to uphold the decision of President Loeb, who did not participate in any way in the appeal.

COMMITTEE CO-CHAIRMAN CLAFFEY: The committee heard Brother DaSilva's appeal, determined that the General Executive Board was correct and should be upheld by the convention. I so move you, Mr. President.

PRESIDENT LOEB: Is there a second?

Microphone 3.

DELEGATE PETER MARLEY, Local 33: Peter Marley, Local 33, Los Angeles Stagehands. I second the motion.

PRESIDENT LOEB: It's moved and seconded. Anything under remarks?

There being none, those in favor of the committee's recommendation, say aye.

Opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson Claffey read the following:*

## APPEAL OF MAC DAY V. LOCAL NO. 873

On November 28, 2015, Brother Jason Naidoo of Local 873 filed charges against Brother Mac Day. The Affidavit of Charges alleged that from July 2014 to October 2014, while working for Reign II Productions, Brother Day submitted falsely recorded time sheets, showing meal breaks that never occurred, which resulted in the crew being paid incorrectly. Specifically, the evidence showed that the transportation crew should have taken meal breaks but they did not. Therefore, the crew did not receive meal breaks or meal penalties which led to inaccurate-short-pay. Brother Day's conduct was alleged to violate Article Ten, Section 1, of the Local 873 Constitution and Bylaws which prohibits members from engaging in discreditable or detrimental conduct.

Local 873 held a trial on February 22, 2015, and the Trial Board found that Brother Day was guilty as charged and recommended that his membership in the Local be suspended for a period of six months. On April 19, 2015, the membership of Local 873 accepted the guilty verdict and the Trial Board's recommendation that Brother Day be suspended for six months.

On May 2, 2015 Brother Mac Day, through his attorney, appealed the membership's decision to the International President.

On June 18, 2015, the International President affirmed the membership's decision. Brother Day argued that the Local 873 Trial Board and the subsequent Local 873 general membership meeting violated the Local 873 Constitution and Bylaws, the IATSE Constitution and the principles of natural justice.

President Loeb found no merit to Brother Day's claim that the evidence and the penalty were unreasonable and retaliatory. President Loeb determined that the Trial Board considered all the relevant evidence. He found that Brother Day completely responded to the allegations.

President Loeb denied the appeal.

On July 16, 2015, Brother Day appealed the International President's decision to the General Executive Board. The appeal requested:

"a stay of President Loeb's decision;

"that the penalty be vacated; and

"that the Trial Board's decision be quashed.

It also requested a lesser penalty such as a fine or written warning. Brother Day argued that

"President Loeb did not consider the substance of the appeal;

"President Loeb issued a cursory decision and did not provide reasons for upholding the membership decision; and

"President Loeb did not comply with the due process provisions of the International Constitution."

Brother Day argued again that his conduct was not unlawful. He also claimed that the trial was unfair; the 6-month suspension was excessive and arbitrary; the charges were retaliatory; and that he had no prior discipline.

On August 19, 2015, the General Executive Board voted to uphold the decision of President Loeb and denied Brother Day's appeal.

Brother Day appeals to the Convention. He argues that the General Executive Board

"did not consider the substance of the appeal;

"dealt with the appeal in a cursory manner; and

"did not provide any reasons in its decision."

He denies the charges against him. He requests that the Convention quash the guilty verdict and suspension.

COMMITTEE CO-CHAIRPERSON CLAFFEY: The appeal of Brother Mac Day of Local 873 was discussed by the Committee, which voted unanimously to uphold the decision of the General Executive Board, and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 7.

DELEGATE JOHN T. GOREY, Local 720: Mr. President, John T. Gorey, Local 720. I second the motion.

PRESIDENT LOEB: Thank you.

Moved and seconded to adopt the recommendation of the committee. Is there anything under discussion?

There being none, all those in favor of the recommendation say aye.

Opposed, say no.

Recommendation's adopted.

COMMITTEE CO-CHAIRPERSON CLAFFEY: Mr. President, this concludes the appeals that were presented to this Convention and the work of the Grievance Committee. Thank you.

PRESIDENT LOEB: Thank you very much. And thank you to the committee for their work.

*(Applause)*

We'll now hear the report of the Resolutions Committee and the resolutions contained first in Resolutions Book 1. Vice Presidents Lewis and LoCicero give the report.

## REPORT OF THE RESOLUTIONS COMMITTEE

COMMITTEE CO-CHAIRPERSON LEWIS: The Resolutions Committee, consisting of 73 members, with 69 delegates in attendance, convened at 7:00 p.m. on July 17th, 2017, in the Diplomat Ballroom 5 at the Diplomat Resort in Hollywood, Florida, for the purpose of taking up resolutions provided in Book 1.

The committee convened at 7:00 p.m. on Tuesday, July 18, 2017, in the Diplomat Ballroom 5 for the purpose of taking up resolutions contained in Book 2. There were 72 delegates in attendance on July 18th. The Co-Chairpersons are Vice Presidents John Lewis and Phil LoCicero.

This is a report of the Resolutions Committee with respect to those resolutions contained in Books 1 and 2.

Secretary of the committee is Christina Kasperczyk, Local 669, and Sergeant-at-Arms is Toni Burns of Local B27.

As per established past practice, the committee will read only the resolves of the resolutions, followed by a statement of the committee's recommendations to the delegates, and comments, if any, they may wish to make in support of the recommendations.

*...Committee Co-Chairperson Lewis read the following:*

### RESOLUTION NO. 1

THEREFORE BE IT RESOLVED, That the Delegates convened at the 68th Quadrennial Convention endorse H.R. 676.

ROBERT C. SCORE, ONE
ROBERT MCDONOUGH, ONE
KEVIN MCGARTY, ONE
JAMES J. CLAFFEY, SR. , ONE
GREGORY DEVERNA, ONE
ROBERT C. NIMMO, ONE
MICHAEL CAFFREY, ONE
PAUL F. DEAN, JR. , ONE
EILEEN MACDONALD, ONE
RONALD LYNCH, ONE
JOHN KELLY, ONE
ANTHONY MANNO, ONE
LAURENCE WHITE, ONE
WILLIAM ARMSTRONG, ONE
JOE VALENTINO III, ONE
FRANK LAZARTO, ONE
ADAM BRAUNSTEIN, ONE
EDWARD J. MCMAHON III, ONE

COMMITTEE CO-CHAIRPERSON LEWIS: The committee overwhelmingly agrees with this resolution and strongly recommends that the delegates concur in it. And so I move you, Mr. President.

PRESIDENT LOEB: Second, please. Microphone 6.

DELEGATE ROSEMARY PHILLIPS, Local 33: Yes, Mr. President. This is Rosemary Phillips, Local 33. I second the motion.

PRESIDENT LOEB: Thank you.

It's moved and seconded to adopt the recommendation of the committee. Anyone on the question?

Microphone No. 2.

DELEGATE ROBERT C. SCORE, Local One: Robert Score, Local One. President Loeb, General Secretary-Treasurer Wood, members of the Executive Board, distinguished guests, Brother and Sister delegates.

I just want to speak for a moment about HR-676. This is the third consecutive convention that this resolution has been brought to the delegation. All three times the resolution was unanimously approved, and I thank you for that. Previous to that, the concept of single-payer health care or Medicare for all was also brought to the convention and that, too, was endorsed.

I want to personally thank the committee, I want to personally thank my delegation, I want to personally

thank you, my Local for supporting this legislation. And to President Loeb, in particular, I thank you for the support of health care for all, for taking the meetings with advocacy groups such as Labor Campaign for Single-Payer Health Care, Health Care Now, and Physicians for National Health Plan.

I sincerely hope that some day the United States has a single-payer health care, and the IATSE has always led that fight. I hope that fight ends soon. I hope that this resolution no longer has to come to this convention and that we have single-payer health care and of Medicare for all in the United States of America.

Thank you so much.

*(Applause)*

PRESIDENT LOEB: Thank you. And the record should reflect that I don't think there's a single leader in the Alliance that's worked as hard as Brother Score to support what is fair for all working people.

*(Applause)*

Anyone else on the question?

You've heard the recommendation of the committee. All those in favor say aye.

Opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 2

THEREFORE BE IT RESOLVED, That the IATSE General Executive Board and its Locals throughout the United States take measure to lobby government, the National AFL-CIO promote legislation and regularly safeguard to prevent the 2 passage of the National Right-to-Work Law H.R. 785, introduced to the 115th session of Congress.

MICHAEL CAFFREY, ONE
ROBERT C. SCORE, ONE
JAMES J. CLAFFEY, SR. , ONE
KEVIN MCGARTY, ONE
GREGORY DEVERNA, ONE
FRANK LAZARTO, ONE
EILEEN MACDONALD, ONE
EDWARD J. MCMAHON III, ONE
JOHN KELLY, ONE
ROBERT MCDONOUGH, ONE
LAURENCE WHITE, ONE
JOE VALENTINO III, ONE
WILLIAM ARMSTRONG, ONE
ADAM BRAUNSTEIN, ONE
RONALD LYNCH, ONE
PAUL F. DEAN, JR., ONE
ANTHONY MANNO, ONE
ROBERT C. NIMMO, ONE

COMMITTEE CO-CHAIRPERSON LEWIS: The committee strongly agrees with the sense of this resolution and recommends to the delegates that they concur in it; and so I move you, Mr. President.

PRESIDENT LOEB: Microphone No. 2.

DELEGATE MICHAEL CAPPELLO, Local 44: Mr. Chairman, Michael Cappello, delegate, Local 44, Hollywood, California. I second the motion.

PRESIDENT LOEB: Thank you, Mike.

Also, just as a note, the rules require now to address as "Mr. President" as passed yesterday by the Rules Committee.

DELEGATE CAPPELLO: Mr. President.

PRESIDENT LOEB: Thank you.

Anything under discussion?

There being none, all those in favor of the recommendation say aye.

Opposed?

The motion is carried.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 3

THEREFORE BE IT RESOLVED, That from the date of adjournment of this convention, each delegate present make the personal commitment to be mindful of their moral responsibility to bring inclusiveness and to promote diversity in their workplace; and

BE IT FURTHER RESOLVED, That each local union of the IATSE make a commitment to be mindful, and inclusionary in the day-to-day actions of said Local; and

BE IT FURTHER RESOLVED, That each delegate shall promote a diversity committee within their home Local; and

BE IT FURTHER RESOLVED, That each delegate present at this convention commit to addressing head-on as an advocate for the oppressed when witness to any type of bigotry, or bias when applied against another worker; and

BE IT FINALLY RESOLVED, That with the assistance of the International, each Local shall engage each of their respective employers on the issue of diversity, and where applicable, shall fight for specific and concrete language in the respective collective bargaining agreements that promotes equity.

BILL SORDAL, 80
WILLIAM BRADY MAJORS, 80
LLOYD MORIARITY, 80
DEJON ELLIS, 80
MICHAEL MENDEZ, 80
KENT JORGENSEN, 80
CHRIS ADAMS, 80
THOMAS VALENTIN, 80
ANGELA KERN, 80

COMMITTEE CO-CHAIRPERSON LEWIS: Resolution 3 was withdrawn by its sponsors with the approval of the committee.

PRESIDENT LOEB: Without objection, that resolution has been withdrawn.

Go ahead.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 4

THEREFORE BE IT RESOLVED, That the IATSE will continue to support local, state and federal efforts to improve the lives of working families through the passage of family friendly legislation and policies such as paid family and sick leave.

STEVEN POSTER, 600
EDDIE AVILA, 600
DOUGLAS C. HART, 600
LISA GUERRIERO, 600
BOBBY BROWN, 600
MELINDA SUE GORDON, 600
MICHAEL FREDIANI, 600
DANIEL R. KNEECE, 600
GUNNAR MORTENSEN, 600
MARK H. WEINGARTNER, 600
MICHELLE J. CRENSHAW, 600
CHAIM I. KANTOR, 600
QUENELL JONES, 600
GABOR KOVER, 600
DEBORAH M. LIPMAN, 600
PETER KUTTNER, 600
JENNIFER BRADDOCK, 600
HENRI BOLLINGER, 600

COMMITTEE CO-CHAIRPERSON LEWIS: The committee concurs in Resolution 4; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 5.

DELEGATE MICHAEL K. GOI, Local 600: Mr. President, Michael Goi, Local 600. I second this motion.

PRESIDENT LOEB: Thank you.

Is there anything under discussion?

It's been moved and seconded to adopt the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The committee recommendation is adopted.

*(Applause)*

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 5

THEREFORE BE IT RESOLVED, That the delegates respectfully request the IATSE form its own GREEN COMMITTEE and/or GREEN TASK FORCE to promote similar practices for the good of all.

STEVEN POSTER, 600
EDDIE AVILA, 600
DOUGLAS C. HART, 600
LISA GUERRIERO, 600
BOBBY BROWN, 600
MELINDA SUE GORDON, 600
MICHAEL FREDIANI, 600
DANIEL R. KNEECE, 600
GUNNAR MORTENSEN, 600
MARK H. WEINGARTNER, 600
MICHELLE J. CRENSHAW, 600

CHAIM I. KANTOR, 600
QUENELL JONES, 600
GABOR KOVER, 600
DEBORAH M. LIPMAN, 600
PETER KUTTNER, 600
JENNIFER BRADDOCK, 600
HENRI BOLLINGER, 600

COMMITTEE CO-CHAIRPERSON LEWIS: The committee enthusiastically recommends concurrence in Resolutions 5 in Book 1 and 11 in Book 2, and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 5.

DELEGATE LISA A. GUERRIERO, Local 600: Mr. President, Lisa Guerriero, Local 600. I second the motion.

PRESIDENT LOEB: Thank you.

On the question, microphone No. 7.

DELEGATE KRISTIN GLOVER, Local 600: Mr. President, Kristin Glover, Local 600.

Brothers and Sisters, I rise in support of this green resolution. But first, I want to sincerely thank President Loeb for his hard work and skillful leadership of our great union.

This green resolution comes from Local 600. I was the initiating author, although, due to a glitch, my name isn't on it in the resolution book. Our delegation worked together to craft it.

I imagine and I hope that by now we are all extremely aware of the need to give time and effort to supporting a sustainable green and prosperous future for our members and for all generations to come. Al Gore's new film, "An Inconvenient Sequel: Truth to Power," shows us that we're on the brink and urges up to wake up and take action.

So, because the IATSE is such a truly great and important labor organization, I'm hoping that every Local will meet the green challenge in any way that they can.

I want to thank President Poster of Local 600 for asking me to research organizations which are merging efforts of labor and environmental organizations. Some of them are named in the resolution.

I found one in particular I want to mention purely as informational, not as part of the resolution. There is a young organization called the Labor Network for Sustainability. Labor organizations and environmental organizations join, as can individuals. They're doing great work. They believe it's possible to have great jobs that support both sustainability and a good standard of living. I urge you to check them out.

With that, I ask for your unanimous support for this green resolution for the good of all.

Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Somebody turn off the light. That's ironic.

*(Laughter)*

Is there anything else under discussion?

All those in favor of the recommendation of the committee, say aye.

Those opposed, say no.

The recommendation is unanimously adopted.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 6

THEREFORE BE IT RESOLVED, That the Delegates to the IATSE 68th Quadrennial Convention recognize and commend the steps taken by the IATSE to ensure the safety of our members since its last Convention, by establishing its safety hotline program and negotiating the inclusion of Guidelines Regarding Extended Work Days in many collective bargaining agreements including the Hollywood Basic, Commercial Production, and Theatrical Low Budget Agreements; and

BE IT FURTHER RESOLVED, That the IATSE continue in its efforts to communicate these concerns to labor-management safety committees and make efforts to increase awareness that long hours of work cause injuries and illnesses as well as deteriorating in job performance, as part of the IATSE Entertainment and Exhibition Industries Training Trust and CSATF Safety Pass Programs; and

BE IT FURTHER RESOLVED, That efforts be made to continue to require all signatory companies to recognize fatigue as a health and safety hazard in their safety guidelines.

STEVEN POSTER, 600
EDDIE AVILA, 600
DOUGLAS C. HART, 600
LISA GUERRIERO, 600
BOBBY BROWN, 600
MELINDA SUE GORDON, 600
MICHAEL FREDIANI, 600
DANIEL R. KNEECE, 600
GUNNAR MORTENSEN, 600
MARK H. WEINGARTNER, 600
MICHELLE J. CRENSHAW, 600
CHAIM I. KANTOR, 600
QUENELL JONES, 600
GABOR KOVER, 600
DEBORAH M. LIPMAN, 600
PETER KUTTNER, 600
JENNIFER BRADDOCK, 600
HENRI BOLLINGER, 600

COMMITTEE CO-CHAIRPERSON LEWIS: The committee observes that Resolution 6 in Book 1 and Resolution 12 are identical. The committee concurs with the sense of these resolutions and refers to the General Office any communications with all signatory companies: The IATSE Entertainment and Exhibition Industry's Training Trust and the CSATF Safety Pass programs.

I so move you, Mr. President.

PRESIDENT LOEB: Microphone 3.

DELEGATE JANE E. LESLIE, Local 33: Jane Leslie, Local 33. I would like to second that motion.

PRESIDENT LOEB: Thank you.

Anyone on the question?

Microphone 5.

DELEGATE JOHN W. LINDLEY, Local 600: Mr. President, John Lindley, Local 600. I speak in support of this resolution on behalf of the memory of Brent Hershman. Twenty years ago I was the Director of Photography on a feature film called "Pleasantville." After working a 19-hour day, Brent Hershman was killed on his way home in his car. He was eager to get home because his daughter was ill and he wanted to be there when she woke up. And he never made it.

I want to thank you for your leadership in confronting this threat, and I encourage everyone in this room to get behind this resolution because I believe it threatens most of the members of every Local represented here. And I thank you in advance for your support.

PRESIDENT LOEB: Thank you, John.

*(Standing ovation)*

Microphone 7.

DELEGATE KRISTIN GLOVER, Local 600: Mr. President, Kristin Glover, Local 600. Brothers and Sisters, I also rise in support of this safe hours resolution.

And in remembrance of our good friend and colleague, Brother Haskell Wexler, who never gave up on fighting for safe hours for all members, I believe Haskell would have said simply this: "Twelve on, twelve off."

*(Applause)*

PRESIDENT LOEB: Thank you.

Anyone else under discussion?

You've heard the recommendation of the committee. Those in favor, say aye.

I'm sorry. I'm sorry. Microphone 6.

UNIDENTIFIED DELEGATE: President Loeb, along with John Lindley, I, too, was on "Pleasantville." And Brent and I were the last two people on the crew that night. I'm here and he's not. And I think it's quite clear how my feelings are about the extended workdays and how much it has damaged our lives.

So I join with everyone else and say, please, we need to make a change. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

All those in favor of the recommendation, say aye.

Opposed, say no.

That's carried unanimously.

*(Applause)*

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 7

THEREFORE, BE IT RESOLVED, That from the date of adjournment of this Convention, each Delegate present make the personal commitment to be mindful

of their moral responsibility to bring inclusiveness and to promote diversity in their workplace;

BE IT FURTHER RESOLVED, That each local union of the IATSE make a commitment to be mindful and inclusionary in their day to day actions;

BE IT FINALLY RESOLVED, Each Delegate present at this Convention endeavor to address head on, as an advocate for the oppressed when witness to any type of bigotry or bias when applied against another worker.

Endorsed by District 2

COMMITTEE CO-CHAIRPERSON LEWIS: The committee wholeheartedly concurs in this resolution; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 7.

DELEGATE BEN ADAMS, Local 491: Mr. President, Ben Adams, Local 491. I second.

PRESIDENT LOEB: Thank you.

Under discussion?

Microphone 5.

DELEGATE DEJON ELLIS, JR., Local 80: Mr. President, DeJon Ellis, Jr., Local 80, Hollywood.

Fellow delegates, Brothers and Sisters, please don't let this resolution be empty words. Go home, take a look in the mirror, self-reflect, and ask yourselves, "Are we doing all we can to be inclusive and diverse?"

Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Any other discussions?

You've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The committee recommendation is adopted.

Just for the information of the delegates, we're now in Book 2 of the resolutions.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 8

THEREFORE, BE IT RESOLVED, IATSE District 2 endorses the single payer healthcare Legislation, the Healthy California Act, SB 562;

BE IT FURTHER RESOLVED, That IATSE District 2 reaffirms its support of ongoing education, mobilization, and advocacy efforts consistent with this resolution and AFL-CIO Resolution 34;

BE IT FURTHER RESOLVED, That IATSE District 2 reaffirms its commitment to affiliating with Labor United for Universal Healthcare for sustainable, secure, and just healthcare for all.

Endorsed by District 2

COMMITTEE CO-CHAIRPERSON LEWIS: The committee concurs with the sense of this resolution but notes no action is required by the convention.

PRESIDENT LOEB: There's no action required.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 9

THEREFORE, BE IT RESOLVED, That the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC again support legislation that creates a single-payer health care system in America, and additionally

BE IT FURTHER RESOLVED, That the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC actively oppose both the House Affordable Healthcare Act and the Senate's Better Care Reconciliation Act as well as any reconciliation legislation and/or other legislation that may arise that would repeal or amend the Affordable Care Act.

Endorsed by Districts 3, 4 and 7

COMMITTEE CO-CHAIRPERSON LEWIS: The

committee observes that the sense of this resolution is the same as Resolution 1, Book 1, with which the committee overwhelmingly agrees. The committee urges the delegates to concur in this resolution; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 5.

DELEGATE JOHN K. FUNDUS, Local 42: John Fundus, Local 52. I second that motion.

PRESIDENT LOEB: Thank you.

Under discussion?

There being none, you've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is carried.

*...Committee Co-Chairperson Lewis read the following:*

## RESOLUTION NO. 10

THEREFORE, BE IT RESOLVED, That the Delegates of the IATSE 68th Quadrennial Convention take a moment of silence to remember and honour the victims, their families, the survivors and the broader LGBTQI* community affected by the attack at Pulse nightclub on June 12, 2016;

BE IT FURTHER RESOLVED, That the IATSE commits to standing united against hatred and discrimination and to promoting and supporting education and advocacy of human rights, equity issues and anti-oppression training within the IATSE International and Locals for all IATSE members and staff in an effort to instill an understanding of the fundamental values of equality and dignity for all people and building solidarity.

*Note: *represents other sexual and gender identities not specified in the acronym used.*

Endorsed by Districts 2, 11 and 14

COMMITTEE CO-CHAIRPERSON LEWIS: The committee unanimously agrees with this resolution and strongly recommends the delegates' concurrence in it, and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE TERRY LAVADA, Local 764: Mr. President, Terry LaVada, Local 764. I second this amendment.

PRESIDENT LOEB: Thank you.

It's been moved and seconded.

Under discussion, microphone 6.

DELEGATE DAVID AKINS, Local B192: Mr. President, Dave Akins, Local B192. I support this because we're all united, we're all the same, and we stand in solidarity.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 5.

DELEGATE DANA GAUDET, Local 891: Mr. President, Dana Gaudet, Local 891. I would like to stand in support of this resolution because this act of violence is the most extreme expression of the violence that we talked about at the Women's Committee event the other night. This is what all of those seeds of bigotry and sexism and transphobia and homophobia that you may experience or hear or witness in your daily lives grows to become.

Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE CHANDRA-LI PAUL, Local 411: Mr. President, Chandra-Li Paul, Local 411, Ontario, Canada. I am extremely proud and humbled to be the originator of this resolution coming to the floor. Obviously I stand in strong solidarity with it being passed, not only for myself and for those that are actually actively out living their true selves within this organization, but for those who haven't felt safe to do so, and those within the community and everyone that was touched by the horrendous act of violence at Pulse.

And I'm looking forward to this organization in continuing to educate and support LGBTQI education, anti-oppression education and training, and do everything it can to fight discrimination and harassment and bringing us all together in equity and equality.

Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 7.

DELEGATE KIMBERLY A. HOLDRIDGE, Local 631: Kimberly Holdridge, Local 631, Orlando, Florida.

I don't even know what to say. That morning I was at an AFL-CIO meeting. My wife is a first responder. I didn't get any calls from my family, but I got calls from Vancouver, I got calls from New York, I got calls from Boston. I got calls from my IA family, and it meant a lot to me. And there are people that know about it that it means a lot to that you don't even know.

And I want to thank you very much for your continued support to my community. It's our community. It's all one love, no matter who you are.

Thank you so very, very much.

*(Standing ovation).*

PRESIDENT LOEB: Anyone else on the question?

You've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

Let the record reflect the unanimous adoption of the committee recommendation.

*(Applause)*

## RESOLUTION NO. 11

COMMITTEE CO-CHAIRPERSON LoCICERO: Resolution No. 11, endorsed by Districts 2, 3, 4, 7, and 10. The committee notes that Resolutions 5 and 11 are identical. It has recommended concurrence in Resolution No. 5; and, therefore, the committee recommends no further action with respect to Resolution 11.

PRESIDENT LOEB: No action. Proceed.

## RESOLUTION NO. 12

COMMITTEE CO-CHAIRPERSON LoCICERO: Resolution No. 12. Endorsed by Districts 2, 3, 4, 7, and 10. The committee notes this is the same as Resolution No. 6 in Book 1. The committee has previously recommended concurrence; therefore, the committee recommends no further action with respect to Resolution 12.

## RESOLUTION NO. 13

COMMITTEE CO-CHAIRPERSON LoCICERO: Resolution 13, endorsed by Districts, 2, 3, 4, and 7. The committee notes this resolution is the same as Resolution 4 in Book 1. The committee has previously recommended concurrence; therefore, the committee recommends no further action with respect to this Resolution 13.

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 14

THEREFORE, BE IT RESOLVED, That the IATSE will continue to support local, state, provincial and federal efforts to improve the lives of working families through the passage of family friendly legislation and policies such as paid family and sick leave.

Endorsed by District 10

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee recommends concurrence in Resolution 14 and observes that Resolution 14 extends Resolution 4 to both the United States and Canada.

PRESIDENT LOEB: Can I get a second? Microphone 3.

DELEGATE KYLE BEEBE, Local 33: Kyle Beebe, Local 33. Mr. President, I so move.

PRESIDENT LOEB: Moved and seconded. Anything under discussion?

You've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 15

THEREFORE, BE IT RESOLVED, The District

will pursue and support the recommendations of the International Political and Legislative Department; in particular the promotion of individual Local Union Coordinators as well as selection and/or appointment of State Wide Coordinators for Oklahoma and Arkansas to support the State of Texas and District Political Coordinator Rachel Magee of Local 205.

Endorsed by District 6

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee concurs with the intent of this resolution but notes no action is required by the convention.

*...Committee Co-Chairperson LoCicero read the following:*

RESOLUTION NO. 16

THEREFORE, BE IT RESOLVED, That the Delegates to the IATSE 68th Quadrennial Convention condemn sexual or other physical abuse perpetrated in the workplace; and

BE IT FURTHER REOLVED, That efforts be made to support IATSE members who report workplace abuse; and

BE IT FURTHER RESOLVED, That the Locals of the IATSE will work together to inform members that such actions will not be tolerated and that anyone responsible for workplace abuse will be held accountable.

Endorsed by District 7

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee concurs with this resolution endorsed by District 7 and refers to the General Office the third resolve, that the International communicate with all IA Locals.

And I so move you, Mr. Chairman.

PRESIDENT LOEB: Microphone 3.

DELEGATE RHIANNON RODRIGUEZ BETTS, Local 28: Rhiannon Rodriguez Betts, President Local 28, Portland, Oregon. I'd like to second that motion, and I'd like to speak on it.

PRESIDENT LOEB: Thank you. Go ahead.

DELEGATE BETTS: Thank you. I spoke with someone yesterday who was confused that we would have such a resolution. He was unaware of any such violence in the workplace. I personally have experienced such violence committed by an artist. My employer encouraged me to discontinue communication with artists as a result.

I was shamed as a victim, and encouraged to be silent. This is not – this is not supportive and not right. And I really appreciate that this resolution has been put forth, and I hope very wholeheartedly that it is taken seriously and that everyone takes this action. Thank you.

PRESIDENT LOEB: Thank you.

*(Standing ovation)*

Microphone 7.

DELEGATE PETER KUTTNER, Local 600: Mr. President, Peter Kuttner, Local 600. I'd like to speak in favor of the motion and the resolution.

When I was sworn into Local 666 in 1975, it was in a room with no women. I'm glad things have changed. We tried to do that in 666, formed a training program to diversify not only the membership but the workplace. And I'm standing here today at the specific request for a woman who came in through that training program and is in the room today.

So I think the IA has been taking great strides. I appreciated the idea of family is what it's all about. And it is unbelievable to me as well that this resolution has to be put here.

I feel very strongly about it. I'm surrounded by women. I'm glad I'm surrounded by women in my work. But I also want to say that I realize that it's not just directed to women but all genders, all gender identities.

I urge you very much to vote for this. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Is there any other discussion?

You've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is unanimously adopted.

*(Applause)*

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 17

THEREFORE, BE IT RESOLVED, That the Delegates of the Ninth District pledge to return to their Locals and petition their executive boards to explore all possible opportunities for growth, both internal and external;

THEREFORE, BE IT FURTHER RESOLVED, That every effort be made to deputize our existing membership as ambassadors for the benefits of IATSE Membership.

### Endorsed by District 9

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee concurs with this resolution and recommends that the two resolves apply to all IATSE local unions, and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 2.

DELEGATE LLOYD MORIARITY, Local 80: Thank you, Mr. President. Lloyd Moriarity, Local 80, and I second that motion.

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE CHRISTOPHER GAUTHIER, Local 251: Mr. President, Chris Gauthier, Local 251, District 9 Secretary-Treasurer. Wholeheartedly endorse the resolution.

PRESIDENT LOEB: Thank you.

Is there anything else under discussion?

All those in favor of the recommendation of the committee, say aye.

Opposed, say no.

The resolution adopted.

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 18

THEREFORE, BE IT RESOLVED, That the Delegates of this 68th Quadrennial Convention applaud and thank International President Loeb and the General Executive Board for their guidance, leadership and dedication to this great Union.

### Endorsed by District 10

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee agrees with this resolution and enthusiastically recommends the delegates concur in it; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 5.

DELEGATE IRISH BARBER, Local 665: Mr. President, Irish Barber, Local 665, Hawaii. I wholeheartedly second this motion.

PRESIDENT LOEB: Thank you.

Under discussion?

All those in favor of the committee recommendation, say aye.

Opposed, say no.

The recommendation is adopted unanimously. Thank you.

*(Applause)*

Thank you very much.

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 19

THEREFORE, BE IT RESOLVED, That the IATSE will support and advocate for the investment in and expansion of Canada's national healthcare system to include a national, comprehensive, single-payer Pharmacare program.

### Endorsed by Districts 11 and 12

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee strongly recommends to the delegates that they concur in this resolution; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 4.

DELEGATE TERESA KELLY, Local 891: Dusty Kelly, Local 891. I second the motion.

PRESIDENT LOEB: Thank you.

Anyone under discussion?

You've heard the committee's recommendation. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

*(Applause)*

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 20

THEREFORE, BE IT RESOLVED, that the IATSE will support ongoing campaigns to ensure that every province, municipality, and all federally regulated sectors have a $15 minimum wage.

Endorsed by Districts 11 and 12

COMMITTEE CO-CHAIRPERSON LoCICERO: The committee concurs in this resolution, and recommends that the resolves apply to Locals in Canada and the United States; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 3.

DELEGATE SANDRA ENGLAND, Local 793: Sandra England, Television Broadcast Studio and Remote Employees of the Pacific Northwest, the home of the $15 minimum wage. We support this resolution.

*(Applause)*

PRESIDENT LOEB: Microphone 3, under discussion.

DELEGATE KATY BROWN, Local 15: Good morning. Katy Brown, Secretary for Local 15, Seattle. I speak wholeheartedly in favor of this resolution.

In 2013, Prop 1 passed in the city of SeaTac, which was the first legislation for $15 minimum wage. That was directed at mainly low-wage airport support services workers and they faced tremendous opposition from the airlines and the food services corporations serving the airport. Six months later the city of Seattle also passed the $15 minimum wage. It affected over 20,000 workers immediately.

We're happy to see this movement spreading across to other cities. We'd like to see it everywhere. It's a great incentive to help bring people into the labor movement, because they see easily who's fighting for them in the workplace to increase their economic power. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Go ahead.

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 21

THEREFORE, BE IT RESOLVED, That the IATSE will work with the Canadian Labour Congress and its affiliates to call upon the Government of Canada to reject the Trans-Pacific Partnership Agreement.

Endorsed by Districts 11 and 12

COMMITTEE CO-CHAIRPERSON LoCICERO: The delegates to this committee overwhelmingly approve this resolution. They recommend the convention concur with this resolution. I so move you, Mr. President.

PRESIDENT LOEB: Microphone 4.

DELEGATE GLEN GREEN, Local 300: Mr. President, Glen Green, Local 300. I second this motion.

PRESIDENT LOEB: Thank you, Glen.

Under discussion?

Microphone No. 7.

DELEGATE KRISTIN GLOVER, Local 600: Mr. President, Kristin Glover, Local 600. It's my understanding that the TPP was defeated some time ago. I just quickly Googled it, it's no longer at issue. There are other trade agreements that might be at issue, but this one has been defeated since last fall.

PRESIDENT LOEB: Okay. Well, the resolution speaks for itself.

DELEGATE GLOVER: Okay.

PRESIDENT LOEB: Microphone 3.

DELEGATE DAVID J. HARTNETT, JR., Local 862: Point of order. We did not vote on the $15 wage amendment.

PRESIDENT LOEB: We're waiting for it to go up.

*(Laughter)*

DELEGATE HARTNETT: Joe Hartnett, Local 862. Sorry.

*(Laughter)*

PRESIDENT LOEB: Thank you, Joe.

Let's first – is there any more discussion on the current resolution? We'll take a vote on that.

All those in favor of the committee recommendation, say aye.

Opposed, say no.

And the recommendation is adopted.

With respect to the $15 minimum wage, all those in favor of the committee's recommendation, say aye.

Opposed, say no.

That is also adopted. Was that the last resolution? One more?

Go ahead and do that one.

*...Committee Co-Chairperson LoCicero read the following:*

## RESOLUTION NO. 22

THEREFORE, BE IT RESOLVED That the IATSE will work with the Canadian Labour Congress and its affiliates to continue to apply pressure to the Government of Canada to enact federal pay equity legislation as soon as possible.

### Endorsed by Districts 11 and 12

COMMITTEE CO-CHAIRPERSON LoCICERO: Committee strongly recommends concurrence and adoption of this resolution. I so move you, Mr. President.

PRESIDENT LOEB: Microphone 7.

DELEGATE DAVID J. PHILLIPS, Local 295: Mr. President, David Phillips. Local 295. I second that motion.

PRESIDENT LOEB: Thank you.

Is there any discussion?

There being none, it's moved and seconded to adopt the recommendation of the committee.

All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

Before you complete Resolution 10 regarding the Pulse Nightclub, it calls for a moment of silence and I would ask that the hall rise.

*...The delegates stood and observed a moment of silence.*

(Gavel)

COMMITTEE CO-CHAIRPERSON LoCICERO: Mr. President, this concludes the recommended actions of the Resolutions Committee with regard to resolutions presented to it.

PRESIDENT LOEB: Thank you, and my thanks to the Resolutions Committee for their work.

*(Applause)*

## REPORT OF THE GENERAL EXECUTIVE BOARD MEETINGS (Resumed)

### Book 1

PRESIDENT LOEB: We will now continue with the reading of the General Executive Board Meeting Minutes Book 1. We're on page 67 under the "AFL-CIO assessment."

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"AFL-CIO Assessment" (Gavel)

**AFL-CIO ASSESSMENT:**

President Loeb advised the Board that the AFL-

CIO imposed an assessment on the IATSE and all affiliates in March 2014, in the amount of $1.00 per member. The purpose of the assessment was to assist the funding of the Labor 2014 mobilization, as well as costs to the AFL-CIO that are associated with the closing of the National Labor College, and other programs of the national Federation.

President Loeb noted that such assessments are not commonplace, however, the challenges facing the Federation, all its affiliates, and the labor community as a whole are increasing and the funds received as a result of the assessment will go a long way in strengthening the financial position of the AFL-CIO and the entire labor movement.

"BECTU" (Gavel)

**BECTU:**

International Vice President Anthony DePaulo, Communications Director and IATSE Young Worker Committee Chair Emily Tao, and former BECTU President Christine Bond reported on their attendance and participation at the annual BECTU Conference in Eastbourne, U.K., in May 2014, including participation in BECTU's Young Member Group initiatives in London prior to the start of the conference.

Director Tao reported that while in London, she met with the President of the BECTU Young Members Group, and one of the delegates to the 2012 IA Young Worker Conference, Sam Smith, and Young Members Group Treasurer Chris Davies, as well as representatives of BECTU's Arts and Entertainment Division, which includes West End, opera, and cinema workers. Over the two day gathering, they held productive discussions about the roles young members take in unions and workplaces and caught up on the activities of young member groups in the labor movement. Director Tao took a backstage tour of the Royal Opera House, staffed by BECTU workers, and distributed "Save The Met" Opera buttons to the stagehands.

At the Conference in Eastbourne, Director Tao met 35 other young members at their networking lunch. She also reconnected with Liz Hardwick who also attended the 2012 IA Conference and BECTU digital communicator. Director Tao was inspired to see the passion and energy young members brought to BECTU. They are organizers, online activists, leaders, and have held a successful Young Members Forum. BECTU Young Member President Smith gave credit to the IA Young Workers Conference for kick-starting their Young Members movement and teaching him the appeal of free union t-shirts.

Many BECTU young members have been involved in the Ritzy Cinema campaign for a living wage. Director Tao met the lead organizer of the campaign and has since been publicizing their tweets and photos, while they have been making banners in support of the IA's Save the Met Opera campaign. Director Tao continues to stay in contact with BECTU members through Facebook and Twitter to share news about these two campaigns and the IA's young worker activities.

Vice President DePaulo reported on President Loeb's address to the BECTU delegates at the conference during which he gave examples of how the IATSE and BECTU have worked together to deal with challenges common to both organizations. Vice President DePaulo also stated that President Loeb's address encouraged the BECTU young workers to continue their activism within the union and the labor movement.

Vice President DePaulo then reported that he addressed the Arts and Entertainment Division of BECTU, giving a report that touched on the status of Metropolitan Opera House dispute as well as other challenges IATSE faces including issues relating to the establishment of a minimum wage that is an actual living wage. Former President of BECTU Christine Bond confirmed her appreciation of the relationship BECTU shares with IATSE. She went on to report on the status of BECTU's Ritzy Theatre dispute – a workers' fight for a London living wage. Sister Bond confirmed that a tentative agreement had been reached that will be presented for ratification shortly. In addition, Sister Bond provided an update on BECTU's recent negotiations with the BBC, advising that the negotiations continue and center on issues relating to wages and job cuts.

President Loeb thanked Christine Bond for her efforts in cementing the bond between BECTU and IATSE. President Loeb went on to state that the relationship IATSE shares with BECTU is an important one that the IATSE will continue to make a priority given the shared interests and similar challenges faced by both organizations. President Loeb then communicated his appreciation of the efforts of young members from both organizations, noting that these young workers are integral to the success of both organizations both now and in the future.

"Big Ten Networks"

**BIG TEN NETWORKS:**

Broadcast Director Sandra England and International Representative Fran O'Hern reported on the organizing campaign of freelancers working

for the Big Ten Network (BTN). Although BTN is very profitable, for example in 2012 BTN paid $8.1 million to each school in the conference, it has historically failed to pay standard wages and has not provided benefits to the freelancer technicians. It was reported that there are multiple components to the BTN live event productions. Marquee events, such as football are done using core travelling crews supplemented by local hires, while other events are crewed using just local hires. Still other events feature local hires for camera and setting up audio, but video switching, graphics, replay and audio mixing are done from BTN's Chicago studio. BTN even uses student technicians on some of its broadcasts.

The BTN campaign began with freelancers working in Minneapolis, Minnesota after Broadcast Local 745 contacted the Broadcast Department to seek representation for these workers. Representative O'Hern was assigned to visit with technicians working in the Minnesota market to discuss the benefits of working under a collective bargaining agreement, and particularly when an entire market area is organized. Local 745's leadership took responsibility for collecting authorization cards for the technicians working for the BTN. Numerous employees of BTN were already IATSE members and many worked for Fox Sports in addition to working for BTN. Hence, those persons could compare and explain to their coworkers the difference between working under the Fox Sports North union contract and working BTN without a contract.

In Milwaukee and Madison, Wisconsin, the freelancers engaged in organizing the technicians in the Wisconsin region. While the freelancers in the Madison area were concerned that BTN would discontinue travelling them to the Milwaukee area Representatives O'Hern and Belsky were able to alleviate their fears through face to face meetings with the workers.

It was reported that the NLRB elections in Minnesota and Wisconsin resulted in strong victories for the IATSE and these technicians. Negotiations are underway in both regions and it is anticipated that the contracts will serve as a template for organizing the other regions of the Big Ten Conference.

PRESIDENT LOEB: Microphone 7.

DELEGATE ERIC WEST, Local 414: Mr. President, Eric West, Local 414, Wisconsin supports TV freelancers. I'd like to thank the International, President Loeb, Sandra England, Fran O'Hern, Steve Belsky for all of their hard work to not only get us a new charter, but to engage in a yearlong negotiation with the Big Ten Network, finally getting them under our contracts, getting fair wages and benefits. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Bill 32 - Quebec" (Gavel)

**BILL 32 - QUEBEC:**

International Vice President John Lewis, Local 514 Business Agent Michel Charron and Local 667 Business Agent David Rumley reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

Commencing in 2004, the IATSE mounted a four-year organizing campaign of the motion picture industry in the Province of Quebec. As efforts were increasingly successful, a number of disputes arose with the Quebec based labour organization AQTIS which culminated in the Quebec government enacting legislation that formally recognized the bargaining rights of the IATSE. Effective July 1, 2009, Bill 32 became law in an attempt by the provincial government to bring labour stability in the film industry by, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32, through the Quebec Labour Relations Board.

Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

*Sector 1:* For all non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

*Sector 2*: For all U.S. productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

*Sector 3:* For all American independent productions with budgets of less than $35M; $1,615,000 for a 30 minute TV production; $2,690,000 for a 60 minute TV production and productions by Lions Gate Entertainment and Walden Media: AQTIS

*Sector 4:* For all American independent productions with budgets of more than $35 million; $1,615,000 for a 30 minute TV production; $2,690,000 for a 60 minute TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period in which any affected party can seek to raid the bargaining rights of another union or to ask the Labour Board to amend the four designated bargaining sectors. After extensive consultation with Locals 514 and 667, the IATSE took the position of maintaining the status quo. The open period commenced on April 1, 2014 and a number of applications have been filed.

The Directors Guild of Canada has filed three separate applications seeking to displace AQTIS for certain classifications. The IATSE is not intervening in these applications.

On May 1, 2014, AQTIS filed an application to merge Sectors 3 and 4 and to represent all classifications within those Sectors with a few small exceptions.

On May 30, 2014, Locals 514 and 667 each objected to the AQTIS application and each filed an intervention.

The IATSE, through Locals 514 and 667, are advocating the position of status quo. IATSE is not seeking to amend the bargaining Sectors established under Bill 32 nor is it seeking to displace any classifications currently represented by AQTIS. To this end, the IATSE has filed submissions with the Quebec Labour Board seeking to have AQTIS's application dismissed on a prima facie basis while also challenging the actual merits of AQTIS's position in the applications. The IATSE has also identified a number of procedural issues/objections to the applications. The Directors Guild of Canada is supporting the position of the IATSE.

A preliminary hearing in these matters was heard by the Quebec Labour Board on July 15, 2014 to address the various applications. Surprisingly, the Quebec Producers Association is supporting in part the position of the IATSE. They have raised a technical argument that Bill 32 did not permit AQTIS to file its application when it did. The Labour Board has decided it will hear this preliminary argument first and the parties are in the process of writing submissions.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for their continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture industry in Quebec and defeat the AQTIS application.

"Canadian Anti-Spam Legislation" (Gavel)

## CANADIAN ANTI-SPAM LEGISLATION

Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Ernie Schirru provided a report to the General Executive Board on the introduction of new Canadian Anti-Spam Legislation (CASL).

Counsel Schirru explained that CASL is new law that came into effect on July 1, 2014 and applies across the country. Its main purpose is to target senders of malware, spybots, spam and other damaging types of commercial electronic communication. Due to the generalized scope of the legislation, Counsel Schirru confirmed that many types of organizations that send emails, including unions like IATSE, must ensure compliance with CASL. Counsel Schirru provided a general overview of the law and how it applies to IATSE's electronic communications with its members and went on to provide recommendations on business practices IATSE can introduce in an effort to comply with CASL.

Operations Manager Krista Hurdon reported on the Canadian Office's efforts to ensure compliance with CASL. To this end, Operations Manager Hurdon explained that the Canadian Office attended a seminar hosted by the firm of Koskie Minsky to learn about CASL. She went on to explain that both she and Vice President Lewis met with specialists from Koskie Minsky to discuss specific concerns for the IATSE and its electronic communications. A legal opinion that explained CASL and provided recommendations on compliance was requested. Prior to the finalizing of this opinion, Operations Manager Hurdon consulted with several Locals to ensure the opinion addressed specific questions and concerns raised. The opinion was then distributed to all Canadian local unions. Following distribution of this legal opinion, the Canadian Office worked in conjunction with Koskie Minsky to host a webinar for all Locals to provide greater clarity on CASL and to answer questions specific to a given Local. This marked the first time the Canadian Office hosted a webinar that was open to every Local in the country. It proved to be a valuable and effective means of communicating with Locals and is a form of

communication that will be expanded in the future.

President Loeb encouraged Canadian Locals to take note of this new legislation and review the information the Canadian Office has supplied to ensure compliance with CASL on a go-forward basis.

"Canadian Entertainment Industry Retirement Plan" (Gavel)

## CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

International Vice President John M. Lewis reported to the General Executive Board on the status of the Canadian Entertainment Industry Retirement Fund and recent initiatives.

Vice President Lewis explained that the Canadian Entertainment Industry Retirement Fund (the Fund) was created in 2005. The Fund was created with a view to maintaining local autonomy while pooling together the collective resources and purchasing power of all local unions in Canada. The Fund is currently administered by Great West Life. Members of the IA, the Directors Guild of Canada and EP Canada are currently enrolled. The Fund is administered by a Retirement Committee appointed by President Loeb with local union representatives from all crafts and regions.

Vice President Lewis highlighted recent accomplishments achieved by the Fund, including:

The Plan currently has assets in excess of $250 million with just under 15,000 participating members. Thirty Locals are participating in some fashion. In September 2013, a 12% reduction in the investment fees for the Fund was negotiated when it had hit $200 million in assets. The Fund has realized an increase of $50 million in just nine months. The management fees will be open for a further reduction once the Fund hits $300 million in assets.

The Fund has outperformed the market benchmarks and has done so while achieving lesser risk and return deviation in comparison with industry benchmarks. Average returns over 5 years have ranged from 7.8% for conservative portfolios to 12.64% for the more aggressive portfolios. The average rates of return have been significantly higher for the last 12 months with rates ranging from 10% to 25.31%.

The Fund has introduced a tax-free savings account (TFSA) option, which enables members to invest up to $5,500 per year (in 2013) without attracting taxes on any interest and investment earnings. These accounts will be charged the same management fees as the rest of the Fund plans.

The Fund offers free membership education meetings for participating Locals at no charge and an agreement to enable our members to have free access to iAcquaint, a web-based retirement education service, was recently negotiated.

The Retirement Committee has secured the substantial support from the Marketing Department of Great West Life to rebrand and consolidate all marketing and communication in relation to the Fund. This will include a revamping of the Fund's website and quarterly newsletters and annual stakeholder report.

Retirement Committee members are now required to enroll in at least one education course per year in order to maintain their position. Costs for education are being paid for by the Fund.

For members who fail to identify an investment choice in the Fund, the default investment option is a tombstone fund appropriate for the age of the member.

The Retirement Committee has made changes to the ethical fund option and the money market fund offered by the Fund.

The Retirement Committee, assisted by legal counsel at Koskie Minsky, recently completed an exhaustive review of all Fund policies and investment policies and Fund rules.

President Loeb congratulated the Canadian Office on the success of the Plan. He also noted the advantages of acting collectively and encouraged more of this type of collective action to secure increased benefits for members at reduced costs.

"Global Spectrum" (Gavel)

## GLOBAL SPECTRUM

International Vice Presidents Michael Barnes, John M. Lewis, and William E. Gearns, Jr. provided the Board with an update on Global Spectrum. Comcast Spectacor is the principal owner of Global Spectrum. The company manages and operates public assembly facilities throughout the United States and Canada including arenas, civic and convention centers, stadiums, university convocation centers, trade and exposition centers, community ice rinks and theaters.

The International negotiated a maiden agreement in 2003 at which time the company managed six facilities. The IA has successfully renegotiated the terms of the agreement in 2007, 2010 and 2013. At

each of these negotiations the union was successful in increasing wages, expanding jurisdiction and improving conditions.

It was reported that over the past six months there has been a significant increase in the number of venues managed by Global Spectrum, including Allentown, PA (Local 200), Atlantic City, NJ (Local 77), Anchorage, AK (Local 918), and multi-venue complexes in Fayetteville NC, Glendale AZ, and Tallahassee, FL were added to the thirty-six venues, which now encompass over forty Locals. Vice President Lewis advised that there are eleven (11) Global Spectrum venues in Canada where the International provides assistance as required or requested.

The Agreement has provisions for Health and Welfare, Annuity, and Pension contributions. In addition, for all workers covered under the Agreement, Global Spectrum contributes 1% of gross wages to the International's Training Trust Fund.

Unfortunately, the International and Global Spectrum have not been able to put the contract into effect in certain cities as a result of anti-union political administrations. The International is developing a strategy to address these venues on a case-by-case basis.

Activities of particular note include a grievance settlement at the Miami Beach Convention Center, continuing negotiations at Atlantic City's Boardwalk Hall, and working through jurisdictional issues at various other venues.

President Loeb remarked that this Agreement is built upon a solid working relationship between the International and Global Spectrum and to that end President Loeb and Vice President Barnes recently met with Global Spectrum President John Page to discuss that relationship and the Agreement. President Loeb noted Global's constant rate of growth from six (6) buildings in 2003 to over eighty (80) today which continues to increase employment opportunities for IATSE members. He expressed his confidence in the skills and abilities of the IA-represented workers who will be able to service Global Spectrum for years to come.

"IATSE Canadian Health Plan" (Gavel)

## IATSE CANADIAN HEALTH PLAN

International Vice President John M. Lewis and International Representative Julia Neville reported to the General Executive Board on the status of the Canadian Health Plan.

In March 2014, Actsafe, a safety organization for the performing arts and motion picture business in British Columbia, became the first non-IATSE participating group to join in this multi-employer Plan. In June 2014, Locals 58 and 105 joined the Plan through respective independent trusts adding an additional approximate 500 members. In July 2014, Local 891 joined the Plan for life insurance benefits and in November 2014, Local 891's participation will also include health and dental benefits as well.

In July 2014, the Plan was renewed for a one-year term with underwriter Great West Life. Eckler Consultants were retained to assist in this renewal process. Initially, the proposed overall rate increase was 1.8% but after negotiations, the increase for 2014/2015 was .3% - which translates into an overall cost savings of $179,124 for the participating IATSE Locals. Those Locals with "administrative services only" funding arrangements also realized a decrease in their already low expense rates as a result of Local 891's decision to participate in the health and dental benefits aspects of the Plan starting in November 2014.

In July 2014, the Canadian International Staff Health Plan was also renewed. Following negotiations, a rebalancing of claims experience and a premium rate increase of 8.5% was reached based on usage. This will represent an estimated $170,000 in savings for Canadian Staff since moving to the Plan three years ago.

All Locals participating in the multi-Local trust now use J&D Benefits to administer their plans which ensures the professional handling of all premium payments and record keeping as well as compliance with federal and provincial regulatory requirements.

Twenty-five Canadian local unions have signed a reciprocal benefits agreement to flow health benefits for their members, including Locals 118 and 461 which recently signed. This agreement allows benefits earned by members working outside of their Local jurisdiction to flow to their home local plan provided both Locals are signatory to the agreement.

President Loeb thanked Vice President Lewis, Representative Neville and the Plan Trustees for their hard work in making the Plan become a reality and congratulated them on the Plan's continued growth and success. President Loeb noted that the International's work to facilitate the creation of the Plan, which allows Locals to reduce costs while also allowing them to maintain the autonomy to tailor plans that meet there needs, brings value to members and participation in the Plan should be considered by all Canadian Locals not already a part of it.

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Anthony DePaulo, Daniel Di Tolla, John Lewis and Michael Barnes, International Trustee Pat White, Assistant to the President Sean McGuire, and International Representatives Chris Bateman, Barny Haines and Peter Marley appeared before the Board to report on matters relating to the Stagecraft Department.

Vice President DePaulo reviewed the new contract with the five Non-League touring companies, NETworks, Troika, Big League, Work Light and Phoenix. There are now two contracts covering five different tier levels corresponding to different weekly guarantees. The "L" agreement covers tiers conforming to the levels in the Broadway League agreement - Full Pink, Modified and SET. The "Bus and Truck" contract covers two tiers at lower levels - "M" and "S". The "L" agreement is nearly identical to the League agreement in wages, benefits and most conditions. The "Bus and Truck" agreement provides reduced terms and conditions in response to evidence presented during negotiations that showed reduced or stagnant guarantees received by the producers. It is projected that seventeen (17) shows will tour on these agreements in 2014. The contract has been printed in booklet form and is ready to be distributed to traveling members for the coming touring season.

Vice President DePaulo also reported on assistance provided to Local 311 in its negotiations with PRG. As a result of Vice President DePaulo's involvement, the Local was able to reach a new agreement which was ratified by the membership.

Vice Presidents DePaulo and Lewis reported on grievances related to the tour of Once. Toronto Local 58 filed a grievance against Mirvish Theaters because the tour employed fewer local hires than the number of technicians touring with the show. The International also filed a grievance under the Pink Contract. Both the International and the Local settled their respective grievances to the satisfaction of both. The Department has drafted proposed language for local unions to negotiate into their collective bargaining agreements concerning the numbers of traveling stagehands relative to local crew. Local unions are encouraged to contact the General Office for the model language.

Vice President Lewis reported on the activities of the Canadian Office in assisting Stage Locals in Canada. He reported that the Office is providing contract negotiation assistance to Locals involved in twenty-one (21) separate negotiations. He also reported that there are fourteen (14) organizing drives underway in which the Office is also assisting. Vice President Lewis informed that Board that the transition of Canadian Pink Contract administration to the Canadian Office has gone smoothly. All employers signed to the Canadian Pink have concluded negotiations.

Vice President Di Tolla reported on the activities of Assistant Department Director Joseph Hartnett. Assistant Director Hartnett had been involved in negotiations with an SMG-managed venue the jurisdiction of Local 190 in Wichita, KS. SMG took over the management of the Orpheum Theater but refused to include it under the contract with Local 190. A grievance was filed. The parties settled when SMG agreed to recognize the union and cover the workers under the terms of a side letter to the contract. Assistant Director Hartnett also assisted Local 289 in Elmira, NY in its negotiations with Nexstar Communication for television station WETM.

Assistant Director Hartnett has been involved with updating the Pink Contract database in the General Office. The three phase process will be complete by the Winter of 2015 and will allow the General Office to generate e-mail lists of Head Carpenters and Wardrobe Supervisors in order that those individuals can be notified when they need to submit Yellow Card and White Card information. The program will also create e-mail lists of local unions on each tour's itinerary so the Yellow Card and White Card information can be forwarded to Head Carpenters and Wardrobe Supervisors. In addition, the program will enhance the database searching-and-report-generating capacity. The Department is also developing a database to track overage payments made under the Broadway League and non-League Agreements.

Representative Bateman reported on his activities assisting various Locals. He is assisting Local 918, Anchorage, AL in its organizing efforts and contract administration. He reported his organizing activities in Local 7, Denver, CO. In addition, Representative Bateman is working with Local 127, Dallas, TX in contract negotiations with the Dallas Center for the Performing Arts and he is continuing to provide assistance to Local 865, Odessa-Midland, TX in organizing. He reported meeting with the management of the United Supermarkets Arena on the campus of Texas Tech University to build and represent a labor pool for their events. He also assisted Locals 15, 488, and 887 in their negotiations with the Seattle Children's

Theatre and the agreement has improved working conditions and includes wage and benefit increases.

Vice President Di Tolla reported on the activities of International Representative David Garretson since the Board met in January. Representative Garretson along with Local 60, Pensacola, FL, assisted in contract negotiations with SMG covering the Saenger Theater and Pensacola Bay Center. The negotiations were concluded several months before the expiration of the agreement with substantial improvements realized by the Local. He also assisted Local 417, Raleigh-Durham, NC in its negotiations with the Durham Performing Arts Center. Local 417 has been servicing the building since 2010. Earlier this year, there was an injury to a member working on the show Beauty and the Beast. Because this was reported to the General Office, Representative Garretson was able to intervene and ensure that the dangerous condition that caused the accident was corrected at the show's next stop.

Representative Marley reported on his activities assisting various Locals in contract negotiations. These include ongoing negotiations with Local 158, Fresno, CA and the Savemart Center and Entertainment Center; Local 720, Las Vegas, NV and Showpay, the Smith Center, MGM Hollywood Theater and Bellagio; Local 611, Santa Cruz, CA and the Sunset Cultural Center; and, the Pasadena Playhouse. He also reported on concluding negotiations with Local 784 and the Oracle Arena in Oakland, CA, and with Local 33 and the Staples Arena in Los Angeles. Representative Marley also reported on his attendance at the Motion Picture and Television Fund Health Care Summit, the IATSE Training Trust OSHA 10 Class, the Train-the-Trainer pilot session, and the AFL-CIO Organizing Institute.

International Trustee White reported on the new contract with the National High School Musical Theater Awards covering Child Actor Guardians, which was negotiated by Local 764. The NHSMTA organization celebrates outstanding student achievement in performance. Two Guardians were hired to supervise twelve (12) students from across the country as they spent five days in New York City. This is an annual event and having had far fewer problems this year than in past years, the expectation is that additional Guardians will be employed in the future. Trustee White also reported on her assistance of Local 858, Rochester, NY in updating and revising their Constitution and Bylaws. She also reported that the Fox Theater in Atlanta, GA had agreed to voluntarily recognize Wardrobe Local 859. The Local had been servicing the venue for years under the terms of a rate card.

Vice President Barnes reported on negotiations between Wardrobe Local 799 and the Shubert Organization at the Forrest Theater. The Local achieved wage increases as well as new terms and conditions. Vice President Barnes also reported on the successful conclusion of negotiations between Treasurers and Ticket Sellers Local 752 and SMG at the Pennsylvania Convention Center.

Vice President Di Tolla reported on the activities of Vice President Jack Beckman and International Representatives Joe Short and Joel Youngerman. Vice President Beckman assisted Local 31 negotiate a new contract with the Kansas City Lyric Opera. Representative Short was assigned to assist Local B-148 in its negotiation with the Knight Center. The Local was successful in securing a three-year agreement. Representative Youngerman has been assigned to assist Local 205 in its negotiations with the Long Center, subsequent to a representation election. The negotiations are ongoing.

Vice President Di Tolla also reported on the representation election involving Crew One and Local 927 in Atlanta, GA. The employer requested review of the Regional Director's Decision and Direction of Election in the case. The employer challenged the determination that the workers were independent contractors and alleged that the Union constituted a business competitor of the company. The International challenged the voter eligibility formula adopted by the Regional Director. Voting was conducted by mail ballot. As of the date of the vote count, the ballots remained sealed pending the ruling of the NLRB on the appeals. Vice President Di Tolla also reported on the new contract between Local 76, San Antonio, TX and the Tobin Center for the Performing Arts.

President Loeb observed the Department is helping scores of Locals throughout the United States and Canada. He remarked that improving the Yellow Card and securing "overage" for traveling crews are significant gains in the Pink Contract. He further noted the significance of the five non-League companies bargaining together, pointing out the parity at the top levels between the Pink and non-League Pink Contracts. He implored the Department and Stage Locals to continue to organize, and on that point, President

Loeb remarked that it took courage and dedication for Local 927 to organize pernicious labor contractor Crew One. Local 927 Business Agent Neil Gluckman was critical in getting the support of the free- lance workers in Atlanta.

President Loeb remarked further that the Department is on the right track. He thanked the officers and representatives for their hard work and commitment.

PRESIDENT LOEB: Microphone 3.

DELEGATE DELIA MULHOLLAND, Local 887: Mr. President, Delia Mulholland Local 887. Seattle. Locals 887, 15, and 488 wish to thank you for assigning Representative Bateman to the contract that the International holds at Seattle Children's Theater. He saw us through another successful contract negotiation.

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE BOBBI BOE, Local 784: Mr. President, Bobbi Boe from the Theatrical Wardrobe union in San Francisco, Local 784. Mr. President, we would like to thank you for assigning Peter Marley to help facilitate obtaining a contract at the Oracle Arena in Oakland with AEG. With Peter's help, Local 784 was ability to go from a side letter to the Stagehand Local 107's contract to a standalone Wardrobe contract.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE KURT E. DREYER, Local 107: Mr. President, Kurt Dreyer, IATSE Local 107 in California. I want to thank you and District 2 and Peter Marley for helping us with our contract in 2013 with AEG for the Oakland Coliseum complex. During the term of that contract, our workers have made millions of dollars put in workers' pockets.

I also want to thank you and District 2 for your culture of support that you've created within the IA that helps Locals like 107 thrive. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Motion Picture and Television Production Department" (Gavel)

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT:

International Vice Presidents Michael F. Miller, Jr., John Lewis and Thom Davis, Assistant Directors Daniel Mahoney and Vanessa Holtgrewe and International Representatives Scott Harbinson and Lyle Trachtenberg reported on activities of the Motion Picture and Television Production Department since the last Board meeting held in San Antonio in January 2014.

Vice President Miller reported on the status of the Basic Agreement and Area Standards Agreement (ASA), both of which will expire July 31, 2015. As previously reported, preparations for these negotiations are ongoing. In September, there will be a meeting of the West Coast Studio Locals in Los Angeles, and a conference call of Studio Mechanics Locals and others working under the ASA. The AMPTP has tentatively agreed to meet in April in order to negotiate for successor agreements. Quality of life issues and New Media productions are anticipated to be priorities in both of these negotiations.

Issues arising under the Basic Agreement were noted. One studio in particular has taken a very aggressive approach in breaching long-standing provisions and is continuing to interpret the agreement incorrectly and without regard for bargaining history, practice or the contract itself. Items such as travel and per diem, housing and idle days have all come under attack.

Production under the Area Standards Agreement continues to grow throughout the U.S. Policing the jurisdiction and organizing in classifications not previously covered by the contract continue to be challenging. In those jurisdictions where IATSE Locals represent the Locations Department employees, agreements are negotiated that include this craft. In at least one jurisdiction, another organization has attempted to raid this classification, albeit unsuccessfully. To protect IA jurisdiction, term agreements are negotiated and thus bar raiding by other organizations.

The issue of crew safety remains at the forefront of the work in the Department. The Board was

updated regarding the issues of long work days on the production "Revolution". With the intervention of President Loeb, the International was able to work with the studio to shorten work days, extend the number of days per episode and insure that housing and transportation were available to crew who felt they were unable to safely transport themselves home after excessively long work days.

In another fight to maintain a safe workplace it was reported that a low budget producer in Texas called the International to complain that the crew, acting consistent with CSATF and NOAA guidelines, shut down the generator (for less than an hour) during a lightning storm. The electric crew made the decision based on the storm conditions and returned to work when the weather so warranted. It was noted that this producer was told, in no uncertain terms, that the IA fully and completely supported the actions of the crew in this regard.

As previously reported, the International and Local 481 engaged in arbitration against NBC/Universal regarding the coverage of Coordinators under the Area Standards Agreement. As reported to the Board, the IA prevailed in this arbitration. The arbitrator ruled that the work determines coverage under the Agreement, not the title given to the employee. NBC/Universal has refused to properly compensate the employee to whom back pay was awarded. Therefore, the matter is scheduled for three more days of hearing in November to determine the appropriate remedy.

The Department continues to organize and negotiate contracts for distribution via the Internet. New Media productions are being done with benefits, terms and conditions that are appropriate for the budgets in which they are being produced. New signatories do not have access to the New Media side letters. This subject will be addressed at the bargaining table next year with the major studios.

Low Budget Theatrical productions, Commercials and Music Videos continue to provide work opportunities for motion picture technicians throughout the IA's jurisdiction.

It was reported to the Board that 13 budget compliance audits were conducted for the IATSE by Nigro, Karlin and Segal. All 13 productions were found to be in compliance. At the time of this report, 11 productions are being audited.

Since the last report to the Board, 15 new companies have signed the term agreement package. In addition to new term companies, the Department continues to pursue organizing opportunities in all areas of production. Key organizing wins recently have included Arstar Productions, "Richie Rich" for distribution on YouTube and "Aquarius" on NBC. "RuPaul's Drag Race" was organized on July 25th after a one-day strike which led to three related productions being covered by an agreement that was the first of its kind for production company World of Wonder. More than a dozen productions have been organized since the San Antonio Board meeting, in addition to the single productions and new term agreements.

The Department has successfully renegotiated agreements with AMPAS for the Academy Awards, Beachwood Services, and FinnMax Productions. Negotiations are continuing with Fremantle Media.

Vice President Lewis reported on the status on the Department in Canada. The Canadian office is distributing monthly production summaries as well as tracking all forms of production in Canada. This important step will allow the Canadian office to better coordinate efforts to protect established jurisdiction. In addition, Vice President Lewis reported on the first national meeting of motion picture production Locals in Canada. This was held in Ottawa and Representatives Peter DaPrato and Julia Neville, as well as Vice Presidents Lewis and Miller participated. Vice Presidents Lewis and Miller also reported that a meeting was held in the New York Office with representatives of the Teamsters to discuss issues in Canada and other issues that are of common interest to both organizations in the U.S.

It was noted that agreements with HBO, Starz and Showtime Pay TV will expire at the end of 2014. Recently, there have been a number of problems with HBO that may indicate a potentially difficult negotiation. HBO has caused issues surrounding travel time, housing, per diem, wage rates and other contract provisions. This recent strategy seems indicative of a more aggressive approach by HBO. The Department reported that it will be prepared to address these issues and others through the term of the agreement and during negotiating sessions scheduled in the Fall.

Consistent with President Loeb's instruction and vision, the Motion Picture and Television Department representatives have taken classes

furthering their skills in areas such as Arbitration, Excel and Outlook classes, Cornell University courses in the Labor and Employment Law Program, and the Train the Trainer program sponsored by the IATSE Training Trust.

"IATSE Tradeshow Department"

## IATSE TRADESHOW DEPARTMENT:

International Vice President William E. Gearns, Jr., International Trustee Faye Harper and Representatives Mark Kiracofe, Don Gandolini and Barny Haines reported on the status of the Tradeshow Department.

It was reported that International Representative Joanne Sanders was assigned to assist Local 48 with its contract negotiations at the John S. Knight Convention Center in Akron, Ohio. The Local was successful in securing an economic increase of 10% over three years and the membership unanimously ratified the contract.

Also reported was that International Representative Brian Faulkner was assigned to assist Reno Local 363 in negotiations with two separate employers: Circus-Circus Casino in Reno, owned and operated by MGM, and Monteblu Resort and Casino in Lake Tahoe, owned and operated through a division of Tropicana Entertainment. The negotiations with MGM concluded in late May 2014, resulting in a 3-year agreement with 2% per year wage increases as well as a guarantee to maintain the employer's health insurance system and the employer's proposed improvements to paid time off. The employer at the Monteblu Casino has insisted on eliminating all health and welfare coverage for all employees and insisted on several other major givebacks from the Local. These negotiations are proving to be very difficult and are ongoing.

Representative Faulkner also assisted Albuquerque Local 423 to negotiate a four-year agreement with Convention Services of the Southwest that included expanded jurisdiction in the employer's warehouse and first time contributions to the International's Training Trust.

Vice President Gearns reported on the successful conclusion of two negotiations in Florida. He confirmed that Orlando Local 835 and GES reached a renewal agreement for the freight and warehouse workers which resulted in a five-year agreement with a wage-benefit package that averaged 3.5% per year. He also confirmed that the Central and Northern Florida Locals have reached a five-year agreement with approximately 60 Exhibitor Appointed Contractors which resulted in a wage-benefit package that averaged 2.3% per year.

Vice President Gearns also confirmed that he assisted Orlando Local 631 with the negotiation of a one-year non-exclusive agreement with Freeman Audio Visual Services. Vice President Gearns advised that through the course of negotiations, Freeman agreed to add nine new local unions to the IATSE National Agreement.

Vice President Gearns reported that meetings took place with GES regarding its newly formed Audio Visual Division. During these meetings, Vice President Gearns confirmed that IATSE proposed an international agreement covering the United States and Canada but that GES only agreed to do run-of-show agreements with individual Locals until GES completes its restructuring, at which time they will resume discussions regarding entering into an international agreement.

International Trustee Faye Harper reported that negotiations between GES and Savannah Local 320 for a first time agreement were nearing conclusion and that she hoped to have a contract finalized in the coming few weeks.

Representative Mark Kiracofe reported on Hawaii Local 665's negotiations with ATTCO. During these negotiations, ATTCO was purchased by a non-union company that withdrew recognition. Representative Kiracofe also reported that Renaissance Management, an Exhibitor Appointed Contractor, has signed a collective bargaining agreement with Local 665.

Representative Kiracofe then reported that he helped negotiate first time collective agreements between Motor Trend Auto Shows and Memphis Local 69 and Nashville Local 46. He is in the process of negotiating new agreements between this same employer and Charlotte Local 322 and Fresno Local 158.

Representative Don Gandolini reported on successful renewal agreements between Minneapolis Local 13 and Event Productions Inc. and Shepard Exposition Services Inc. The agreements run for five years with average increases of 3% in the wage-benefit package.

Representative Gandolini went on to report that the freight negotiations with Freeman Expositions with New Orleans Local 39 were moving very slowly and may result in a labor dispute if progress is not made soon. He also advised that Local 39 had reached a five-year contract with Shepard Exposition Services with annual increases that average slightly more than 3% percent.

As a member of the Exhibition Services and Contractors Association's Labor Council Committee, Representative Gandolini confirmed that he has been working on several initiatives along with other committee members. These include a customer service training program, a show management training program designed to educate show managers and associations about the benefits of why the industry is unionized. To this end, Representative Gandolini confirmed that Freeman Audio Visual Solutions agreed to share its customer service training program with the IATSE so that IATSE can present it to as many Locals as possible. Representative Gandolini confirmed that "train-the-trainer" sessions were conducted at corporate headquarters in Dallas, Texas which he attended along with Representatives Ben Adams, Mark Kiracofe and Joanne Sanders. Representative Gandolini concluded his portion of the report by confirming that Freeman AV management is very appreciative of the IATSE's involvement and commitment.

Representative Barny Haines reported on tradeshow activity in Canada. London, Ontario Local 105 won a certification election to represent the employees of Freeman Audio Visual Solutions – Canada. Negotiations will begin soon for an agreement covering the employees in the bargaining unit. Winnipeg Local 63 has negotiated a 6% increase in wages in its agreement with Central Display. Local 63 has also been providing technicians to Freeman Audio Visual Solutions – Canada.

Representative Haines also reported that Calgary Local 212 recently signed Pacific Northwest Projects Corporation to the Local's area standards agreement covering display work and construction for the Chinook Centre.

President Loeb congratulated the Trade Show Department for its recent successes and in particular its successes in recent collective bargaining agreement negotiations. He also noted the trend of national and international agreements with key A/V players like Freeman, GES and others present a tremendous avenue of growth for the IATSE. President Loeb went on to state that success in this regard will necessitate a continued focus on making sure IATSE members are properly trained so they are able to perform this type of work.

PRESIDENT LOEB: Microphone 4.

DELEGATE HERMAN J. DAGNER, Local 835: Mr. President, Herman Dagner, Local 835, President, Orlando, Florida. On behalf of Local 835, I would like to thank you, President Loeb, General Secretary Wood, and the executive board for your ongoing support, especially Vice President Bill Gearns for his knowledge and guidance during some tough negotiations. They helped bring parity to our Freight and Warehouse contracts.

We are looking forward to next year's negotiations being just as successful with Vice President Gearns by our side. Thank you.

PRESIDENT LOEB: Thank you, Herman.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Communications Department" (Gavel)

## IATSE COMMUNICATIONS DEPARTMENT:

Communications Director Emily Tao presented an update of the Department's activities since the last board meeting in San Antonio in January 2014, specifically covering the status of the International's multiple communications networks, collaborations with other Departments and affiliates, and regular activities of the Department.

*IATSE Website*

Along with maintaining the International's website with news, events, and member photos, the Department monitors the website's underlying support such as hosting and system upgrades. The website functions as a resource for our members as well as informing new members, or people who want to attain membership, about how the IATSE is structured. With help from the Department Directors, a page for the IATSE Departments was added to the website describing the roles and responsibilities of each Department.

*Social Media*

The IATSE's social media networks continue to grow in both followers and reach. With Communications Coordinator Molly Katchpole's assistance, the Department has increased the posting of Facebook content which leads to more post visibility. As of this report, the IATSE Facebook account has 13,200 Likes, and the Twitter account has 5,800 followers.

It was noted that President Loeb is on Twitter at @MatthewLoeb and has more than 1,000 followers. Since Twitter better serves personalities instead of

organizations or brands, his account is growing at a much faster rate.

*IATSE Email Program*

Since its last report to the Board in January, the Communications Department staff has familiarized themselves with the IATSE email system. Director Tao has finalized a redesign of the IATSE template which was implemented in June. This template better accommodates mobile screens, as statistics showed that many IATSE emails are opened on mobile devices, and is the same design style as the rest of the International's materials. The Department thanks Assistant to the Editor MaryAnn Kelly with helping start the design process.

With the assistance of IT Administrator Jimmy Rainey, the Department has been exploring how to make email platforms more effective in allowing members to perform email activism, including political action and campaigns. The Communications Department is exploring how these internal statistics can be useful for the other IATSE Departments or campaigns.

*Official Bulletin*

Director Tao assisted General Secretary-Treasurer Wood and Assistant to the Editor MaryAnn Kelly in providing content and design ideas for the Bulletin, including input on the redesign and addition of new content such as the Activists Corner which features an IATSE member who is active in their community or politically. Director Tao continues to work with Ms. Kelly on content ideas, photos, and stories, and to identify which content may be better suited for print or digital publication.

Director Tao continues to write Bulletin articles on the work of rank-and-file members.

*Member Photos: "Super Bowl Boulevard"*

Super Bowl XLVIII took place this year in February in New Jersey, with related events in New York and New Jersey. With the help of Broadcast Director Sandra England, Director Tao and Local 600 photographer Sarah Shatz photographed IATSE members working at the "Super Bowl Boulevard" in New York City's Times Square. These photos were used in the most recent issue of the Bulletin, as well as in IA social media and in an AFL-CIO blog post.

Director Tao thanked Director England as well as Local 600's Bruce Doering and Chaim Kantor for arranging the photography session. The Department continues to identify future opportunities where IATSE members working high-profile events can be documented.

*PR News Digital Summit*

On February 4-5, 2014, Director Tao attended the PR News Writing Boot Camp and Digital PR Summit in San Francisco with International Representative Joanne Sanders and Communications Outreach Coordinator Molly Katchpole.

Aimed at PR professionals in brand management, the summit covered a wide range of communications strategies including press release writing, journalism, public relations, news pitches, social media, and statistics.

The Writing Boot Camp session focused on business relationships with journalists, media, and bloggers, as well as different styles of writing for public relations channels. A social media for PR panel gave helpful ideas to better engage audiences, including surveying what platforms audiences use to bring the message to them. The Digital PR Summit emphasized social media tactics and the importance of analytics, an area where the Communications Department has recently become more involved. The Department was able to apply its newly learned skills immediately.

*Work With Education and Training Department*

Director Tao and Coordinator Katchpole work closely with the Education and Training Department to spread awareness of education opportunities to members. Content is published weekly to publicize course opportunities and photos from successful training events. The Communications Department collaborates with IATSE Training Trust Director Liz Campos to promote courses and training.

Director Tao attended two "Hidden Career Path Day" events on behalf of the IA, held in partnership with the Education and Training Department and the Roundabout Theatre. She also assisted in the initial planning of the IATSE Officer Institute's communications curriculum.

*Netroots Nation 2014*

Outreach Coordinator Molly Katchpole attended Netroots Nation from July 17-19 in Detroit, Michigan. Netroots is an annual gathering of thousands of political activists, labor union workers, and issue advocates with the goal of learning from one another through trainings, panels, and discussions. This year was their 9th annual conference, drawing about 3,000 attendees. Netroots offers a diverse array of programming, and Coordinator Katchpole attended Google Analytics training geared for non-profits. She also attended political panels that related to IATSE-PAC issues, including voter protection and voters rights and made

connections with other labor union staffers to promote the "Save the Met" campaign. She also met members of Local 38 who worked the Conference and highlighted their contributions to Netroots on social media.

Coordinator Katchpole was an ideal candidate to send to a progressive, digital-focused Conference like Netroots as she came to the IATSE with a reputation as an activist and organizer.

*Social Media Toolkit: Feedback*

When the Department last appeared before the Board, the IATSE Social Media Toolkit and Netiquette Guide had just been rolled out and has since received positive feedback.

Tanya Tarr, Director of Political and Legislative Mobilization for the Texas American Federation of Teachers, informed the Department that she was using the IATSE's guide to train AFT members in Texas. Tarr said,

"For me, I tend to like field manuals and tactics. I think you did an excellent job of presenting a very event-based [guide] -- it was all very applied and straightforward. The case studies are great. I know at least for our members, probably yours too -- shorter and more condensed is always preferable. Our members find the Do's/ Don'ts tables to be particularly helpful as well. This really is an outstanding piece of work."

The Communications Department is pleased that the Social Media Guide is helping members of the IATSE and beyond. A follow up portion for the guide is in the works.

*AFL-CIO Hashtag Webinar*

Director Tao was pleased to report that the IATSE is now one of the collaborators on the AFL-CIO's #1udigital training series used by many union members to improve their digital skills. In late May, the digital team at the AFL-CIO invited the Communications Department to develop and teach a beginner Twitter hashtag training for their digital tool series, which was broadcast as a webinar and made available online afterward.

The Department worked on a script and PowerPoint presentation for the webinar and advertised the invitation to our members via email and social media. Coordinator Katchpole led the training during the live webinar. Out of a total of 86 webinar attendees, 50 were IATSE members. Director Tao expressed thanks to IATSE members that participated, which was a mix of rank-and-file members, local union officers, International Representatives and Vice Presidents.

*Department Daily Tasks*

The Communications Department works with many local unions and International Representatives for photos, stories, and other content ideas. Director Tao and Coordinator Katchpole, who has prior work experience at a PAC, has started compiling content as the 2014 mid-term elections come up, working with Assistant to the President Deborah Reid and Vice President Walter Cahill on political activities.

The Communications Department has been heavily involved with the "Save the Met" Opera campaign, working closely with the public relations firms Tricom Associates and PR WRKS and Assistant Director of the Stagecraft Department Joe Hartnett, to maintain digital communications, write, edit, and produce content, and reaching out to affiliates to promote the campaign.

Director Tao continues to assist with the PAC-12 Networks campaign where necessary, publicizing articles and coordinating messaging.

The Department also works with affiliate organizations to publicize various causes, including Union Plus and The Actors Fund. The Department, along with the Young Workers Committee, is also working hard on the 2014 IATSE Young Workers Conference, which is taking place in Portland, Oregon this year, from October 2-4.

Director Tao thanked the Department Directors and International Representatives for their constant aid with content and acting as a sounding board for new ideas. As usual, Director Tao also expressed thanks to all local unions and members who actively share ideas and submit content. Photographers from multiple Locals offer their photographs of members on the job, which is very generous and better reaches the general public who know little about unions and the IATSE.

Director Tao also expressed her deep appreciation to President Loeb for investing in the growth of the Communications Department and for giving the Department the opportunity to advance, try new projects, and strengthen the Union.

President Loeb noted the comprehensive nature of the report. He stated that the information that is disseminated is important and a useful cultural organizing tool. He further noted that because of the activities of the Communications Department, the International is recognized by other labor organizations for what we are doing. He observed that there is no activism without communications. This Department supplements the work of all other Departments. He

commended Outreach Coordinator Katchpole for a great job, and also commented that Director Tao has created a robust, sophisticated communications program.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT:

Education and Training Director Patricia White, Assistant Director Robyn Cavanagh, International Representative Ben Adams, and ICAP Chairman Alan Rowe reported on the recent activities of the Department which continues to focus on three primary areas--Union Skills Training, Craft Skills and Safety Training, and Outreach to College and High School Students.

*Student Outreach*

Outreach to university students continues with Representative Adams available to give presentations that explain who we are and what we do. This presentation was delivered in March 2014 at the USITT Convention in Fort Worth, TX where Locals USA829 and 764 also presented panels. The IATSE's relationship with the educational coordinators of the USITT Convention is growing, and the Department will continue to explore the panel opportunities to speak directly to students and teachers.

In New York City, programs that are held in collaboration with Roundabout Theatres are wildly popular, and none more so than the "Hidden Career Path" days that are presented three times each year. As reported at the last Board meeting in San Antonio, the Department also held a "Wardrobe Day" in December 2013. In the Spring of this year two additional days were held for students interested in stagehand work and electrics. Additionally, local union members who volunteer are sent into schools and participated in Bronx Theatre High School Career Day and Repertory Company High School for Theatre Arts College Day that was held this past Spring.

The Department expressed its appreciation to Vice President Tony DePaulo and Communications Director Emily Tao with the scheduling these programs and coordinating with the local unions to recruit speakers. It was noted with thanks that Local One's Paul Dean Jr., Local 798 Broadway Representative Angela Johnson, and Local 764's Secretary-Treasurer Shannon Koger also provided assistance in these efforts. The biggest thanks, however, goes to the many member-volunteer speakers who gave their time and expertise to make the programs successful.

The Department will continue this program during the 2014-2015 school year with the addition of two more "Hidden Career Path" days, one in Sound and one in Hair and Makeup.

### Craft Skills and Safety Training –

*IATSE Training Trust Fund*

The IATSE Training Trust Fund was created to facilitate and support training for IATSE members and those working in crafts represented by the IATSE. The Fund targets programs and courses that will fulfill the needs of individuals in the entertainment industry employed under IATSE agreements to develop new skills or improve existing skills, always with a mind toward new and improved technologies and the safest way to perform work in the traditional crafts and classifications of the IATSE.

Since its beginning in June 2011, the IATSE Entertainment and Exhibition Industries Training Trust Fund has recorded over 1,000 signatory employers and reached more than 1,600 IATSE workers with a combined total of 18,000+ training hours.

The Fund carries out its mission by sponsoring courses and/or programs for local unions and members, or by providing financial support for trainings developed by Locals themselves. Program Director Liz Campos along with staff member Daneen Rackie, based in the IATSE West Coast Office, work tirelessly in partnership with the Fund's Trustees, ICAP members and Education Department staff to grow and strengthen the Fund.

This past year, the focus has been on taking the OSHA 10/ Entertainment Safety Tour across the United States. Training has been presented in Charlotte, Kansas City, Fresno, Pittsburgh, Austin, and Atlanta with upcoming trainings planned for Baltimore, Scranton, Ft. Lauderdale, and Richmond.

Other examples of the work of the Training Trust Fund include:

- A "Wardrobe Continuity" workshop held in Cincinnati in March which was very well received by members of Local 209 (State of Ohio).

- A forklift lift certification course put together by Local 200 (Allentown, PA.) was sponsored by the TTF. This course resulted in twelve IA members receiving their certification.

- Local 210 (Edmonton, AB) also organized a

forklift certification course for workers at the Encana Event Center in Dawson Creek.

- The Fund supported an OSHA 10 course organized by and for Local 470 (Oshkosh, WI).

- The Fund also sponsored a two-day Rigging course for Local 442 (Santa Barbara, CA) at the end of March.

On July 7 and 8, the Fund began its newest program when selected trainers, members of the ICAP, IATSE Education Department staff and TTF trustees attended the pilot session of a "Train-the-Trainer" course. Dr. Mark Johnson, Professor of Technology and Workforce Learning at Pittsburg State University in Pittsburg, Kansas, taught a program designed to help subject matter experts learn how to teach what they know to others in the most effective way possible. When this program is fully developed it will be offered around North America to local unions who utilize their own expert members as trainers. Those individuals will be able to learn teaching techniques and presentation guidelines to make their courses effective. The first such Train-the-Trainer session is planned for the Spring of 2015 and will be announced in the *Official Bulletin* and on the IATSE and TTF websites.

As plans are made for 2015, another goal for the Fund will be to develop customized OSHA 30 modules and craft training with written curricula for a whole variety of work situations and crafts within the IATSE. This is the most ambitious project that has been undertaken since the establishment of the Fund three years ago. The Board will be updated on this project as it moves forward.

Other ongoing initiatives of the Training Trust Fund include:

- Providing reimbursement to employees who obtain pre-approved certifications or re-certifications. As of July 31, 2014 the International has reimbursed 173 individuals for 188 ETCP and InfoComm CTS Exam Certification Fees.

- Continuing to develop internal policies and procedures to ensure best practices in Fund administration.

- Providing technical assistance to support training and instructor contacts to local unions, and continuing to expand the Department's database of trainers.

- Actively reaching out to develop more Canadian training resources.

*InfoComm/Audio Visual Training*

In January 2014, it was reported to the Board that the IATSE Training Trust Fund had assumed responsibility for expenses and class schedules through the IA's partnership with InfoComm. Representative Adams has continued his work relating to local unions and the IATSE/InfoComm partnership. All IATSE members are eligible to become members of InfoComm at no expense to them, and as InfoComm members they may take a variety of free and discounted courses online and in person. At the time of this report, it was noted that just over 1749 people have registered in the partnership and more are expected to sign on in the future.

The popular CTS Exam Preparation training is available to our Locals and members, and it was noted that one such training, held in Philadelphia, was co-sponsored by the Training Trust Fund and Local 8.

In connection with the International's partnership with InfoComm, a new course specifically developed for the IATSE will be offered on "Audio Visual Essentials for Stagehands". As reported to the Board in January, a successful test training for this class was held in December 2013 in Detroit, and upon conclusion, several debrief sessions were held by a working group to discuss how to improve the class and increase the number of active class participants.

The Department also worked with InfoComm staff to revise the program's online courses to better serve the needs of the IATSE audience. These specially tailored IATSE versions of the online classes are now available only to those persons enrolled in this program. AV Essentials students must take one introductory class before attending the hands-on session and must then complete three more within six months after attending the hands-on classes in order to receive a certificate of completion.

This AV Essentials class has truly been developed for IATSE members and speaks volumes in terms of the InfoComm's commitment to this program. Recently, a second AV Essentials class was held with Local 500 in Ft. Lauderdaleand was very successful. It is likely that Local 500 will test an AV Train-the-Trainer project, that will be developed so that local unions can conduct their own AV training. The Board will continue to receive updates as this new phase of our Audio-Visual training project moves forward.

At the end of February and again in April, Director White and Representative Adams travelled to InfoComm Headquarters in Fairfax, VA and

among other issues, discussed marketing the benefits of the IATSE/InfoComm partnership in their communications with InfoComm members. As a result of those meetings InfoComm has actively recruited stories for its internal press releases and social media that feature the IATSE.

It was also reported that InfoComm is now marketing its association with the IATSE in a major way through their website and email newsletters. The Education Department is assisting them in these efforts by sending email blasts to members regarding the annual InfoComm show and other upcoming events. Mandy Beckner, Education Director at InfoComm and Representative Adams reported on these initiatives at the Stage Caucus held just prior to this Board meeting on Sunday, August 3rd

One of the areas that is being stressed in AV Essentials is hospitality and client relations. Training Trust Fund Employer Trustee Paul Fletcher from Freeman AV graciously offered to conduct a Train-the-Trainer for IA staff so that such a presentation could be conducted by IATSE representatives. Representatives Sanders, Kiracofe, Gandolini and Adams attended this session in July and also participated in a WebEx class through Freeman that taught how to facilitate more interactive classes. This material can now be presented as a stand-alone course. Any local union that wishes to request this 90-minute class on customer service for its workers should contact Representative Ben Adams, the Training Trust Fund, or any IATSE Representative and delivery of the course can be facilitated. Likewise, Freeman AV has also publicized the Train-the-Trainer Customer Service project mentioned earlier in this report. Getting the word out that IA members offer added value to employers is very important and the Education Department plans to pursue and expand on this work.

*IATSE Craft Advancement Program (ICAP)*

The members of the ICAP are Joe Aldridge (Local 720), Paul Dean, Jr (Local One), Kent Jorgensen (Local 80), Eddie Raymond (Local 16), Sheila Pruden (Local 873), and Chairman Alan Rowe (Local 728).

Since the General Executive Board meeting in January, the ICAP has been meeting objectives in three areas of concentration: 1) Assisting and Advising the IATSE Training Trust; 2) the OSHA Alliance; and 3) Standards Writing.

ICAP members serve as instructors in the OSHA 10 courses sponsored by the TTF. A majority of the work that the ICAP is doing is in collaboration with the IATSE Training Trust. The ICAP members also aided and advised on designing the AV Essentials Course which was developed in collaboration with Brother Dan'l Cook, President of Local 720, International Representative Adams, and InfoComm.

It was reported that the IATSE/USITT/OSHA Alliance is steadily moving forward. On a conference call with three OSHA representatives, members of the ICAP quickly and satisfactorily addressed the concerns of the OSHA representatives regarding safety in the entertainment industry by highlighting the impressive work of the IATSE Training Trust.

The OSHA Alliance is tasked with raising awareness of safety standards for workers and employers, providing guidance to OSHA inspectors as to current safe practices that vary from more traditional industries, and an overall understanding of how the industry works. At the 2015 USITT Conference in Cincinnati next Spring, members of the ICAP will be presenting an Entertainment Industry OSHA 10 class as part of the OSHA Alliance.

ICAP currently places a good deal of focus in the area of standards writing. Representation in organizations such as the National Fire Protection Association (NFPA) and PLASA is extremely important as the corporate safety culture shifts away from skilled personnel and relies more on rules, regulations, and flow charts to establish a safe working environment. Unchecked, this trend makes the worker less important than the engineering and process. Not only does this weaken our position at the bargaining table, it ultimately creates a less safe work environment. This is widespread throughout the United States and Canada and the entertainment industry is not immune to this trend. The IATSE through ICAP is addressing this issue.

Recently, the IATSE was represented on four panels and events at national conventions. At the annual National Fire Protection Association convention in Las Vegas, Brothers Eddie Kramer (Local One), John Lacy (Local 16), and Alan Rowe (Local 728) presented a panel on Portable Power Distribution Systems in the Entertainment Industry. At the InfoComm convention a few weeks later, Brother Joshua Hutchings (Local 600) presented an excellent showcase of our work with X-Factor: Media and Display Technology in Live Event Television. On the tradeshow floor, the IATSE was a host in the Safety Pavilion with Brothers Kent Jorgensen (Local 80) and Alan Rowe (Local 728) giving

presentations on Rigging Safety/High Angle Rescue and Electrical Safety/Eliminating Ground Loops.

*ETCP Certification Program*

Comprehensive information about this program may be found on the ETCP website at http://etcp.plasa.org/. Currently 53% of all ETCP certificates are held by IATSE members. As noted earlier, members can be reimbursed for certification fees through the Training Trust Fund. The Training Trust Fund, the ICAP, and the Union all stand ready to assist local unions in finding appropriate training for their riggers and electricians, and they are encouraged to do so.

## Union Skills Training

*Education Sessions at the General Executive Board meeting*

On Wednesday, August 6th an Education session for local union representatives was held in Seattle. The focus of this session was the pillar of Activism which, for the most part, has been the most difficult of the four pillars for members and local union leaders to embrace and integrate into their work. The session featured both general discussion and small-group brainstorming, facilitated by IATSE Vice Presidents, Department Directors, and other key staff. IATSE staff then attended a separate session on the same topic, immediately following the workshop for Local leaders.

*2014 District Conventions Education Sessions*

The Education Department returned to a regular schedule of Union Skills Education at the District Conventions with the most popular training to date, a course entitled, "Labor Law: The Duty to Bargain". Labor Law was one of the topics most requested in the survey that delegates took at their 2011 District Conventions and Local leaders at all levels of experience—from beginner to advanced have reported that this training, taught by instructors from the University of Arkansas Labor Education team, is useful to them and to their local unions. All of the Districts have now participated in the course, except District 6 which will hold its convention in September, and, Districts 11 and 12 in Canada which will participate in a special Canadian education program–the Canadian IATSE Road Show.

*IATSE Officer Institute*

In May 2014 the latest initiative of the Education and Training Department was launched – the IATSE Officer Institute. The one-week program is a course for local union leaders to sharpen the skills they need to effectively run their local unions and is part of a plan to strengthen the entire IA from the bottom up. Thirty-nine local union officers, from twenty-nine different Locals attended the training hosted in Philadelphia by Local 8.

The course focuses on the knowledge needed to be effective leaders in areas such as Labor History, Labor Law, Strategic Planning, Organizing, Contract Administration, Bargaining, Record keeping, Communications, How to Run Meetings, Activism, Time Management, and Resources available to IATSE local unions through the Training Trust Fund and the International.

In order to help make this training as useful and relevant as possible, input from every corner of the Alliance was solicited. All of the Department Directors collaborated on the curricula and exercises. At the January 2014 training in San Antonio, led by the General Executive Board members, Local representatives were consulted about the proposed subjects of study, logistics, and goals for the program. Finally, from April 21-24 President Loeb himself, along with the IATSE Vice Presidents, officers, representatives and other key staff members participated in this training as the inaugural students. Attendees were able to work on refining their own core competencies and at the same time assist with the development of the program. Our instructors and advisors are from leading educational institutions such as Cornell and the University of Arkansas as well as lawyers and accountants who work with the IATSE. Added to this were some truly expert hosts–the leadership and membership of Local 8, headed by Vice President Michael Barnes and Local 8 Vice President Anthony Tortorice.

Students who have attended the Officers Training Institute continue to contact the Department and advise that the training has changed them as leaders and helped their local unions, as they use and share what they learned. Following the Philadelphia session, a special website was created for program graduates only, as an electronic notebook, with all of the class materials. Students can refer to it as they move ahead. International Representative Chris "Radar" Bateman worked with Assistant Director Robyn Cavanagh on that project.

The next session of the course to be held on October 6-10 in Chicago is already sold out, and the following session scheduled for October 20-24 in Los Angeles, is filling quickly. There is a limit to two participants from each Local at each section, unless the class is in your home town, in which case a local union may send three leaders. During the week of November 17-21 the first

Canadian Officer Institute will be held in Calgary, and for that course Canadian Locals may each send up to three representatives.

Planning has also begun for the 2015 Officer Institute, for courses to be held in New York, Toronto, Atlanta and New Orleans, and other cities to follow. Dates will be announced soon. Any local union interested in hosting the IATSE Officer Institute in their office or training facility should contact Assistant Director Robyn Cavanagh at the General Office for details.

*The Labor Education Assistance Program (LEAP)*

This program continues to be very popular and provides reimbursement of expenses to officers, officials, trustees, and executive board members of local unions who enroll in one labor studies course per year. Information about LEAP is on the IATSE website. It was noted that more and more local union officers are contacting the General Office with questions regarding courses, and asking how to locate a class that is right for them.

As of July 31, 2014 LEAP spending for 2014 is $6,115.35 in Canada, and $24,934.73 in the United States. Total program spending to date (since September 2009) is $53,969.07 in Canada, and $130,425.84 in the U.S. for a grand total of $184,394.91.

It was reported that there has recently been some very good news on the leadership training scene. In response to repeated requests from many affiliated unions, including the IATSE, the AFL-CIO has agreed to continue to offer the Bonnie Ladin Union Skills (BLUS) Training Program (once part of the National Labor College), teaching continuing education classes for union leaders, staff, and activists. Most are week-long intensive courses which combine in-class instruction with discussions of real-life experiences shared by a diverse group of students. For the Fall 2014 semester, classes will be offered in Contract Negotiations, Arbitration, Organizing, and Secretary-Treasurers' training in both QuickBooks and Fiduciary Responsibility. More information may be found on both the IATSE and the AFL-CIO websites.

*IATSE Roadshow*

Since the mid-Winter Board meeting in January of this year, the IATSE Road Show presentation "Why Unions Still Matter" has been seen in New York, Cleveland, Detroit, and Indianapolis. To date, about 1,000 people have seen the show, which is presented to help rank-and-file members understand the strong connection between unions, a healthy middle class and strong economy. Local unions that are interested in bringing the Road Show to their city should contact International Representative Joel Youngerman.

PRESIDENT LOEB: Microphone 7.

DELEGATE MICHAEL D. BECKMAN, Local 6: Mr. President, Michael Beckman, President of Local 6, St. Louis, Missouri. Wanted to thank President Loeb, Pat White, and Robyn Cavanagh for the IATSE officer classes, and to encourage all officers of the IATSE to attend the Officers Institute. Even though I had most of the training at the table from my father, Jack Beckman, I walked away with so much valuable information from those classes. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE PAUL F. SISILLI, JR., Local 311: Yes, Paul Sisilli, Local 311. I would like to thank Pat White, Robyn Cavanagh for their tough love in officer training class. I'm a graduate and most of my executive board are graduates of 1.0 and 2.0.

Can I have everybody stand up who has graduated –

PRESIDENT LOEB: I'll chair the meeting, if you don't mind.

DELEGATE SISILLI: Oh, sorry. Just to show everybody that there's a lot of people here and there's still a lot more work. I thank you, President Loeb, for that drive that you have for educating the other people in our IA. Thank you very much.

PRESIDENT LOEB: Thank you.

Microphone No. 2.

DELEGATE NAOMI PATRICK, Local 784: Mr. President, Naomi Patrick, 784, San Francisco. I was elected last fall, and having the opportunity to go to Officers Institute 1.0 gave me a good, solid foundation when I took office in January, and then 2.0 in February made me secure in knowing what it was I needed to do to make sure that I fulfilled the duties of my job. Thank you.

*(Applause)*

PRESIDENT LOEB: Great, thank you.

Microphone 6.

DELEGATE DAVID AKINS, Local B192: Mr. President, Dave Akins, Local B192, Amusement Area Employees for Universal Studios. I could not let this moment go by without thanking you, Pat, Robyn, Alan Rowe, and so many other people behind the scenes and all the people who donated their time to helping the class, and all of those who had the desire to go to the Officers Institute. We are making this unit a better place.

And also, I can't stop thinking about how it helped our Local B192 with its officers who had leadership problems and was unsure of themselves. But when they came back, they came back and shared it with the whole entire union, which made the workplace better for everyone.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE PAUL DeLUCCA, Local 705: Mr. President, Paul DeLucca, Local 705, Motion Picture Costumers, Hollywood, California. I would like to thank President Matt Loeb for his enthusiasm and excitement in getting all the education committees going for all of our members. Thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thank you, Paul.

Microphone 7.

DELEGATE RACHEL FOY MAGEE, Local 205: Good afternoon, Mr. President. Rachel Magee from IATSE Local 205. I'd like to thank the education department for Officer Institute Training 1.0 and 2.0, and also for AV Essentials Training and Ben Adams for bringing AV Essentials to our Local and helping secure the AV work. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Now, because everybody's curiosity is peaked, if you've taken a course, craft skills, leadership skills, Officers institute, LEAP program, anybody who's taken a course related to the IATSE Education and Training Program, stand up.

*...The delegates stood.*

*(Standing ovation)*

PRESIDENT LOEB: And if you haven't done it, if you haven't had the chance to do it, try to do it. It's important and it has raised, in my opinion, the level of proficiency throughout the Alliance and has made our leadership stronger on behalf of the members. And that's what it's all about and that's what has made us, I believe, the greatest union in the labor movement.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Broadcast Department"

**IATSE BROADCAST DEPARTMENT:**

Broadcast Department Director Sandra England along with International Representatives Fran O'Hern, Steve Belsky and John Culleeny presented the report for the Department. Since the last Board meeting the Department has been very active negotiating successor agreements for Regional Sports Networks and Crewing Contractors in Arizona, Minnesota, Washington, Oregon, Los Angeles, San Diego, Washington D.C. and San Francisco.

The Department has concluded negotiations for twelve agreements that have been ratified by the effected memberships. The agreements all include annual increases in pay and benefits, along with improvements in working conditions and staffing guarantees.

The Department is still in the process of concluding five more successor agreements. Negotiations for these agreements are either very close to conclusion, or have been concluded and awaiting ratification by the members. Negotiations are about to begin with Local 100 in New York for all crewing contractors.

It was also reported that the Department has been in negotiations over the last year to obtain a contract for employees working tournament play for The Golf Channel. Many of the issues have been resolved, but the proposals that remain open all have an economic impact. The resolve of the employees to obtain a fair agreement remains strong and committed. It is hoped that all issues will be resolved and an agreement reached and presented to the unit for ratification in the near term.

In addition, the Broadcast Department has several viable organizing drives running at this time. Attempts will continue to bring the entire freelance daily hire community together to establish fair wages, good benefits, and reasonable working conditions to all technicians working in our industry whether for regional or national employers.

President Loeb commended the Department for organizing the Big Ten Network. He noted that a lot of work is being done by the four people who comprise the Department. He expressed his encouragement that the local unions are representing and protecting the technicians in their jurisdiction.

President Loeb reiterated that the International represents and cares about freelance technicians. He complimented the Department for their tireless work and dedication to broadcast technicians.

PRESIDENT LOEB: Microphone 5.

DELEGATE DOONER, Local 800: Mr. President, dooner, Local 800, Art Directors Guild. I rise to express our great appreciation to the entire broadcast department for the work that was done on the regional sports network contract specifically with Fox and the multiregion agreement that, over many, many months, it worked to initiate – it's going to bring great improvements to the contract for all of our members and the members of the other Locals involved. We expression our appreciation to Department Director England as well as Steve Belsky who is there with us every step of the way.

PRESIDENT LOEB: Thank you, dooner.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Canadian Affairs"

## IATSE CANADIAN AFFAIRS:

International Vice President John Lewis, International Vice President Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barny Haines, Julia Neville and Peter DaPrato, Canadian Office Operations Manager Krista Hurdon, Canadian Counsel Ernie Schirru, Local 461 President Tony Blaschuk and Local 210 Representative Tara Gale reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in San Antonio (not covered in separate reports).

*Local 56, Montreal – Stage*

Local 56 has had a very busy year. In 2011, the Local successfully certified the stagehands working for the City of Chateauguay, a suburb of Montreal, which includes two municipal theatres: the 400-seat Pavillion de l'île and the Centre Culturel Georges-Vanier. After almost two years of complex and difficult negotiations (as well as the tragic passing of Marcel Duquette, the President of Local 56), the Local was able to secure a first agreement that gives it jurisdiction over not just the two theatres, but all other theatrical events such as music festivals held in public spaces throughout the City.

Shortly after that success, Local 56 launched an organizing campaign for stagehands working at Théâtre du Vieux-Terrebonne in Montreal. TVT is one of the largest multi-disciplinary presenters in Quebec and boasts two separate theatres: the 656-seat Salle Desjardins and the 110-seat Salle du Moulinet. The International supported Local 56 by way of financial assistance from the Defence Fund which allowed the Local to hire an organizer. Local 56 filed for certification which was subsequently granted by the Quebec Labour Board. Local 56 is now in the process of preparing to bargain for a first agreement.

In April of 2014, the Local filed for certification for the employees of Les Ballets Jazz de Montréal. The certification covers the touring crew which consists of five technicians. The employer contested the certification for two reasons. First, that the touring staff were all independent contractors and second, that if the Labour Board deemed the workers to be employees, they would be the employees of the venues where the company performs and not employees of the company itself. Local 56 was able to produce ample jurisprudence at the Labour Board hearing and through conciliatory discussions, the employer dropped its contestation. The Local was awarded bargaining rights on June 3, 2014.

*Local 63, Winnipeg – Mixed*

With the assistance of the International Local 63 has successfully addressed challenges to its bargaining rights at Stage Lite Manitoba and Q One.

In 2002, Local 63 certified Stage Lite Manitoba, a full service lighting and sound company. The Local has had an agreement with the company ever since. In early 2014, Torch Holding Inc. finalized its purchase of Stage Lite Manitoba. With assistance from Representative

Haines, Local 63 was able to secure an agreement with Torch Holding Inc. to assume the contractual obligations the Local had with Stage Lite Manitoba. This avoided a potentially drawn out successorship application at the Manitoba Labour Board.

In a similar situation, Representative Haines was able to secure Local 63's bargaining rights and collective agreement with Q One, a full service lighting shop in Winnipeg, following its receivership and transfer to Q One Production Technologies Inc. After a series of proposals and counterproposals, Q One Production Technologies Inc. and Local 63 agreed to the terms of a first collective agreement, similar to the previous agreement with the predecessor company. Again, this avoided a potentially drawn out successorship application at the Manitoba Labour Board.

*Local 118, Vancouver – Stage*

Representative Julia Neville has been working on a number of assignments with Local 118 which recently elected a new President as well as four other new executive board officers. Local 118 recently negotiated a one-year extension to its agreement with TUTS (aka Theatre Under the Stars), a non-profit outdoor theatre company operating out of Stanley Park's Malkin Bowl. Highlights of this agreement include a wage increase of 5%, retroactive to January 1, 2014.

The International is currently assisting Local 118 in bargaining with Live Nation, CULTCH and the Vancouver Symphony Orchestra. The CULTCH negotiations, which were just recently completed, consisted of two agreements - front- of- house and stagehands.

*Local 129, Hamilton/Brantford – Stage*

The International has been assisting Locals B-173 and Local 129 to ensure maintenance of its bargaining rights and collective agreements following the City of Hamilton's transfer of management responsibilities in 2013 for three IATSE venues formerly managed by a City run municipal corporation HECFI.

Copps Coliseum and Hamilton Theatre Place are now managed by Global Spectrum. The International assisted the Locals to ensure an orderly transition of their respective bargaining rights and collective agreements at these venues to Global Spectrum. Since this transition, the venues have seen an increase in work volume and generally, the venues are being managed in a more professional manner.

The Hamilton Convention Centre is now managed Carmens, a local business entity. To date, this transition has been anything but smooth as Carmens has refused to acknowledge the bargaining rights or collective agreements of both Locals (as well as another bargaining unit represented by the UFCW). Following a letter threatening legal action from the Canadian Office to the City of Hamilton in May 2014, legal counsel for Carmens contacted Canadian Legal Counsel Ernie Schirru and negotiations to resolve all issues have commenced. If a resolution which results in Carmens recognizing the Locals' respective bargaining rights and collective agreements is not reached soon, the Locals will commence a sale of business litigation with the Ontario Labour Relations Board.

*Local 212, Calgary - Stage*

In an effort to recover unpaid wages exceeding $200,000, Local 212, the Directors Guild of Canada (DGC), and Alberta District Council (ADC) jointly filed unfair labour practice complaints and a common employer application at the Alberta Labour Relations Board (ALRB) against *Forsaken* - a yet-to-be released, independently co-produced feature film in the $12-million budget range – and related entities. Following several days of hearings, and opposition from the Canadian Media Producers Association (CMPA) who filed for, and got, intervener status, the parties are scheduled for five more hearing dates before the Alberta Labour Relations Board.

*Local 262, Montreal - Operators*

Local 262 holds bargaining rights for the front-of- house staff at Cinema Brossard which is part of the Cineplex chain (the largest movie house company in Canada). A dispute between the Local and Cineplex arose when Cineplex began constructions of four VIP theatres adjacent to Cinema Brossard and refused to acknowledge the bargaining rights of the Local and refused to apply the existing agreement. With the financial assistance of the International Defence Fund, Local 262 filed an application with the Quebec Labour Board, asserting that its bargaining rights and agreement also applied at the VIP Cinema. On February 7, 2014 the Labour Board issued its decision in favour of Local 262. The 65 employees working at the VIP cinema are now covered by the agreement and will soon become members of the Local.

*Local 667, Eastern Canada – Camera and Local 669, Western Canada – Camera - Organizing*

Both Camera Locals in Canada have recently completed distinct organizing efforts aimed at securing their traditional jurisdiction.

In Eastern Canada Local 667 is in the final phase of signing up Remote Head Technicians and Crane Operators. Working with the main providers of the equipment, the Local was able to organize 30 camera technicians who operate Remote Heads and Cranes. Their existing terms and conditions were similar to those working on productions so incorporating them into the Local 667 standard promulgated agreement was not that difficult. The most dramatic change for these camera technicians will be the introduction of health and retirement benefits. They will be paid as employees of the production and not through a sub-contract with the equipment house.

In Western Canada Local 669 organized a group of camera crews operating Unmanned Aerial Vehicles or helicams. Local 669 approached NBC who agreed to cover the helicam operators under the terms of the BC Master Agreement. The Local has also signed other productions using helicams as well. As a result, the Local has created three positions relating to this sector with appropriate wage rates, and voted to waive initiation fees as part for the purposes of organizing. The Local is working closely with the Ministry of Transport and ActSafe to develop standards and protocols to ensure maximum safety in the use of these remote helicopters.

*Local 671, Newfoundland / Labrador – Camera and Local 709, Newfoundland / Labrador – Mixed*

The International chartered these Locals in the Province of Newfoundland and Labrador last year in an effort to ensure compliance with provincial labour legislation.

In June of 2014, both Locals filed applications for certification on the production of Republic of Doyle, a long-running scripted television series which had been working under collective agreements with both Locals. The filing of these applications allows the Locals to establish formal trade union status with the Labour Board while also help to create legal precedent on issues like bargaining unit eligibility that can be relied on in future applications. In July 2014 both Locals received official notice of certification.

*Local 849, Atlantic Canada - Motion Picture Technicians*

Egg Productions has filed leave to appeal the Nova Scotia Court of Appeal's decision to uphold Local 849's certification as bargaining agent for Egg Productions employees to the Supreme Court of Canada. Local 849 has filed submissions in opposition to this leave application. The parties now await a decision from the Supreme Court of Canada.

In the meantime, seven commercials have been shot under the Egg agreement which is set to expire in the near future. Local 849 has filed notice to bargain and will be vigilantly policing its collective agreements during the open period.

*Local B-173, Toronto/Hamilton – Theatre Employees – Special Departments*

In May 2014, Local B-173 was certified as the bargaining agent for housekeeping and maintenance staff at the Toronto Centre for the Arts, which is a Local 58 venue. It should be noted that the house crew from Local 58 was very helpful in this organizing drive. The Local is currently finalizing contract proposals and expects to begin bargaining later this summer. International Representative Peter DaPrato has been assisting the Local with respect its organizing campaigns and collective bargaining.

*Why Unions Still Matter Canadian Roadshow*

Last fall, Canadian Office Operations Manager Krista Hurdon began working with the Labour Department of McMaster University to "Canadianize" the "Why Unions Still Matter" Roadshow. After a few months, a trial run was ready and was presented by Professor Wayne Lewchuk to the Canadian Department at the annual IATSE Staff Training session in April 2014. Further to input from the Department, changes were made and the first open session was rolled out to members and friends in June 2014 in Hamilton. Thanks to Locals 129, 828, and B-173 for hosting, with a special thanks to Local 129 for making all the arrangements. 55 people attended and their feedback was positive. The "Why Unions Still Matter" Roadshow will be presented as part of the education component of the upcoming Canadian Off-Year Convention in Halifax in September.

*Social Media Update*

The Canadian Facebook and Twitter pages are both continuing to grow steadily. The Canadian Facebook page now has over 1,500 likes and the Canadian Twitter account has tripled since Convention and now has close to 1,000 followers.

*Junos Protest*

When the Juno Awards announced it would be holding its broadcast gala at the non-union MTS Centre

in March 2014, Local 63 took action. An informational picket was planned for the red carpet and a social media protest was designed. On-the-ground efforts were coordinated by Representative Haines, while the social media protest was run by Operations Manager Hurdon, Nate Richmond and Representative Neville with assistance from Emily Tao and Molly Katchpole of the Communications Department.

The social media protest was unleashed in the week leading up to the event, and IATSE members from all across the United States and Canada participated. Members from dozens of different IATSE Locals and members of other unions, shared, re-tweeted, and posted – and continued to post on the MTS and Juno Awards Facebook pages, even as their posts were being deleted. Over 50,000 social media accounts were reached in this campaign. The Canadian Musicians' Guild (CMG) and ACTRA both expressed support for IATSE members through the issuing of press releases. Across the IATSE and beyond to our sisters and brothers in other organizations, it was great to watch solidarity in action. Next year's Juno Awards are being held in Hamilton, Ontario at an IATSE venue.

*WorldPride*

This year, Toronto became the first North American city to host WorldPride - an international celebration incorporating activism, education, and the history of LGBTQ people and communities from around the world. The highlight of the festival was the annual Pride Parade, which had an estimated 12,500 marchers and 285 floats, and brought 2 million tourists to Toronto. The IATSE designed and provided its own Union Pride t-shirt for all participants who marched alongside the Canadian Labour Congress (CLC) and its affiliates. The IATSE response was so overwhelming, the CLC had to cap the number of IA marchers at 50. Marchers included representatives from the International, and Locals 58, 129, 411, 667, 873 and B-173.

*CLC Convention*

The triennial CLC Convention was held from May 5-9, 2014 at the Palais des Congrès de Montréal. The IATSE was well-represented with 20 delegates from across the country and Local 56 members were working on the convention floor. Two motions with financial impact were passed. The first was that each affiliate would pay an assessment of $1.50 per member, once in 2014 and once in 2015. These monies would be dedicated to public relations campaigns, such as the "Together, Fairness Works" campaign. The second was that the monthly per capita be increased from 70¢ per member to 75¢ per member, to cover costs that have not been addressed since the last per capita increase 8 years ago.

During this convention Hassan Yussuff, who was then the Secretary-Treasurer, emerged victorious in a tight race for President against the incumbent Ken Georgetti. It was the first time an incumbent CLC President was defeated. Yussuff is also the first person of colour to head the CLC. The IATSE has always enjoyed a strong relationship with Hassan Yussuff. IATSE is confident he will be a great leader for the CLC.

*CUPE*

As previously reported, IATSE continues to build upon its relationship with the Canadian Union of Public Employees (CUPE) in Canada. CUPE is the largest public sector union in Canada with 627,000 members. It represents the majority of municipal employees throughout the country. CUPE also represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines. In most municipalities, CUPE is the recognized bargaining agent for all employees. Almost without exception, however, stagehands and wardrobe personnel employed at municipally owned and/or managed theatres are simply not covered.

The International is assisting Local 461 in its efforts to protect and maintain its bargaining rights for stagehands at Brock University located in St. Catharines, Ontario. In December 2013, Local 461 filed a sale of business/related employer application with the Ontario Labour Relations Board in response to the transfer of Brock University's theatre facilities to municipally owned and operated theatres. Two CUPE Locals (inside and outside workers) have pre-existing "all employee" collective agreements covering all full- time City of St. Catharines employees. The City and Brock University have raised CUPE`s pre-existing "all employee" bargaining rights as a bar to the success of Local 461's related employer application. The two CUPE Locals have now written to the Labour Board indicating they are not opposing the application filed by Local 461 and support the relief being sought by Local 461.

*Motion Picture Industry in Canada: Status Report*

After experiencing two consecutive years of healthy growth, the total volume of film and television production decreased in 2012/13 by 0.8%

to reach $5.82 billion. Despite the decrease in overall volume, three of the four industry sectors actually experienced increases in 2012. Only the Canadian television sub-sector experienced a decrease in production volume; however this decrease was enough to result in a small decrease in overall volume.

The industry is broken out as follows:

Canadian television – 40%
Foreign Service Productions – 34%
In-House Broadcast - 24%
Canadian Feature Film - 6%

The industry remains concentrated in three centres:

Ontario - 41%
BC - 28%
Quebec - 24%

The remaining provinces each amount to less than 1% in total volume with the exception of Alberta which has 2% of total volume.

The continued success of the industry has attracted the attention of other trade unions to organize in what is traditionally consider to be the jurisdiction of the IATSE.

The Canadian Media Guild (CMG) is a part of the CWA, the Communication Workers of America. It represents, through collective agreements, all broadcast workers at the CBC/Radio-Canada, as well in a number of other Canadian radio and media companies. In recent months, and no doubt in partial response to the dramatic cutbacks in the number of employees at the CBC and the reduction of in-house production, the CMG has undertaken organizing campaigns aimed at increasing their representation of freelance and reality television workers.

UNIFOR is the result of the merger between the CAW and CEP in 2013. It is now the largest private sector union in Canada and already has a presence in the industry as NABET Local 700 (Toronto) and ACFC Local 2020 (Vancouver) are affiliates of UNIFOR. Another affiliate is UNIFOR Local 2000, which refers to itself as the Media Union of BC. UNIFOR has identified work within IATSE jurisdiction as a target for its future growth. The Canadian Office will keep working with Canadian Locals to stress the importance of protecting IATSE's work jurisdiction by engaging in organizing campaigns in the both traditional and non-traditional genres and markets.

President Loeb congratulated the Canadian Office and the Canadian Locals for the outstanding work they do. He noted the Canadian Office and Canadian Locals have been aggressively identifying organizing opportunities while also taking steps to protect existing bargaining rights and that these efforts should be commended. President Loeb drew specific attention to the work of Local 262 and its efforts to re-invent itself and grow its membership exponentially by organizing. President Loeb also noted that the Canadian Office's present inroads with CUPE are encouraging and should continue to be pursued.

President Loeb went on to confirm that Local 212 will have the full support of the International in holding rogue employers accountable and in its efforts to recover wages earned by IATSE members. In this regard, President Loeb encouraged Canadian motion picture Locals to take note of Local 212's efforts in Alberta as well as the efforts of IATSE Local 849 in its ongoing battles with Egg Productions in Nova Scotia. President Loeb encouraged the motion picture Locals to use the successes that these Locals will attain in these disputes as an organizing tool – especially in an attempt to organize the commercial production industry in Canada.

PRESIDENT LOEB: Microphone 7.

DELEGATE ALISON LOAT, Local 63: Mr. President, Alison Loat, Local 63, a mixed Local from Winnipeg, Canada. On behalf of all Local 63 members, I wish to extend our sincere thanks to you and the International for your assistance in helping us secure contracts, and for your continued support with contract negotiations. We've recently received assistance from the Defense Fund and we're also greatly appreciative for that support.

As a new president attending my first convention, I'm filled with inspiration, hopefulness for the future. So once again, for myself and all Local 63 members, thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Legal Affairs Department" (Gavel)

**IATSE LEGAL AFFAIRS DEPARTMENT:**

In-House Counsel Samantha Dulaney, West Coast Counsel James G. Varga and Canadian Counsel Ernie A. Schirru reported on recent noteworthy developments in legal affairs. It was noted that along with Special Counsel Dale Short and Associate Counsel John Shepherd, this currently comprises the IATSE Legal Affairs Department. It was also reported, however, that another attorney, Adrian Healy, will come on board in September 2014 and will be based in the New York General Office. Attorney Healy has worked with the International most recently on the joint-employer brief reported elsewhere in these minutes. In addition, he has worked with several IATSE local unions in New York. As a law student, he worked for the United Steel Workers and the AFL-CIO. He has worked at the firm of Spivak Lipton since December of 2008, and has arbitration and NLRB experience.

Since the General Executive Board last met in San Antonio, a review of the legal needs of the International has begun. To that end, an examination of legal fees over the past five years, how and when outside counsel is used, and staffing needs are being reevaluated to develop a plan for the future.

In an effort to provide the Legal Department with the training and tools needed to perform effectively, President Loeb has approved an online, legal secretary certificate course to enhance the skills of IATSE staff member Margaret LaBombard, who is currently working as the legal assistant in the General Office and will soon be working for two attorneys.

The International continues to rely upon Canadian Counsel Ernie Schirru's firm Koskie Minsky as well as outside firms Spivak Lipton in New York, and Weinberg, Roger & Rosenfeld on the West Coast for legal representation.

It was reported that in the Spring of 2014, the National Labor Relations Board requested briefs on its "joint employer" standard. Because this issue is pervasive in crafts represented by the IATSE, President Loeb authorized submission of a brief favoring the adoption of a new standard for determining joint employer status under the National Labor Relations Act. The AFL-CIO, other labor unions and professional groups also submitted briefs. The unions have argued that the Board's current standard is applied in an improperly narrow manner. Based upon the briefs submitted by labor, it is hoped that the Board will articulate a more favorable standard in the area of joint employer law.

The Legal Affairs Department also reported several decisions recently handed down from the United States Supreme Court that impact labor and workers. In NLRB v. Noel Canning the Court ruled that the 2012 recess appointments made to the NLRB were invalid because the Senate was not at recess when the appointments were made. This decision impacts hundreds of decisions and actions of the Board decided between January 2012 and when the current full Board was confirmed by the Senate. Significant cases protecting rights of workers and their unions involving dues check-off, production of witness statements, speech rights during investigations, speech rights in new media, for example, will need to be re-decided by the Board.

In McCullen v. Coakley the Court overturned a Massachusetts statute that required the observance of a 35 foot buffer zone from the entrances to healthcare facilities where abortions are performed. The Court applied the traditional time, place and manner analysis to reach the conclusion that the statute was overbroad. This case reaffirms the strong protections that must be afforded to speech in a public forum, including on the public streets and sidewalks. This decision strengthens labor's right to leaflet and banner in public places.

In Burrill v. Hobby Lobby Stores, Inc. the Court found that the healthcare regulations promulgated under the Affordable Care Act which required employers to provide no-cost access to contraceptives to female employees violated the Religious Freedom Restoration Act. This decision gives greater rights to corporations than to protecting the rights of women.

In Harris v. Quinn the Court ruled that an Illinois law that allowed agency fee union security for homecare workers violated the First Amendment. The Court said that the homecare workers were denied their right to disassociate with the union under the Illinois agency fee law, and as public employees they were thus denied their First Amendment protections. The decision allows Homecare workers in Illinois to be represented by the union, but to be a free rider when it comes to paying their fair share. This is a public sector bargaining case and does not change current union security rules in the private sector governed by the NLRA.

Also highlighted were two significant labor-related decisions issued by the Supreme Court of Canada which will have a lasting effect on the legal framework governing workplaces across Canada. In CEP v. Irving, the union was seeking appeal of the New Brunswick Court of Appeal's decision quashing an arbitrator's decision which found the employer's unilateral introduction of a random alcohol testing policy in its workplace, a pulp and paper mill, was

an unreasonable exercise of managerial discretion. The arbitrator had reasoned that a balancing of the employer's business interests with the privacy interest of the affected employees could not justify the random testing policy. The Supreme Court upheld the arbitrator's decision and overturned the lower court decisions. In doing so, the Court stated the existence of an inherently dangerous workplace alone could not justify random testing unless there was also evidence to establish an existing workplace substance abuse problem. This decision underscores the need for employers to engage unions at the front end of the development of any workplace policies. The Court's recognition of employee privacy rights also sends a clear message to the labor community that employee privacy rights must be considered and respected in all circumstances and not just when considering random alcohol testing.

In UFCW v. Walmart, the Supreme Court of Canada issued its second decision in relation to the ten year battle the union was having with Walmart over the retail chain's decision to close one of its stores in Quebec following the union's certification and attempts to commence government-assisted first contract arbitration. The union filed a grievance alleging the store closure was a breach of Walmart's "statutory freeze" obligations as provided for under the Quebec Labour Code (a provision which appears in labour legislation in all provinces across the country that prohibits employers from altering the terms and conditions of employment while the parties are in the midst of bargaining a collective agreement). The Court overturned the lower court decisions, accepting that a store closure could amount to an alteration of employment conditions. In issuing this decision, although the Court confirmed that the burden of proof to establish an alteration from normal business practices remains with the union, it found that the union had met that burden when it called evidence to refute it. The Court also confirmed that although an arbitrator or the Court could not force Walmart to re-open the store, a remedy could be fashioned to properly compensate employees for the breach. For this reason, the matter of remedy was remitted back to the arbitrator for a determination. The Court's recognition of the importance of the right to collectively bargain and the role of statutory freeze provisions in labour relations legislation play in fostering and facilitating that right is vital to the trade union movement in Canada, especially in a political climate where attacks on labour and the popularity of "right to work" policies are gaining tractions.

Going forward, it was reported that the Legal Affairs Department will update the Board about significant legal decisions in Canada and the United States when warranted.

*General Counsel Samantha Dulaney*

At the conclusion of the Legal Affairs Department report, President Loeb took the opportunity, exercising the powers vested in him pursuant to the International Constitution, Article Seven, Section 17, to announce the appointment of In-House Counsel Samantha Dulaney to the position of IATSE General Counsel. President Loeb noted that Samantha was appointed in February 2008 as the first In-House Counsel for the IATSE General Office, and described her as "true family" to the IATSE with an unparalleled work ethic. General Counsel Dulaney received a standing ovation from all those present during the announcement.

"IATSE National Benefit Funds" (Gavel)

## IATSE NATIONAL BENEFIT FUNDS:

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla and William Gearns, Jr., International Trustee Patricia White and Special Representative Ron Kutak presented to the Board a report on the IATSE National Benefit Funds.

The National Benefit Funds continue to report consistent growth in its employer contribution income with a 6.32% increase in receipts for the first five months of 2014 as compared to the same time period in 2013.

As was reported at the previous General Executive Board meeting in San Antonio, the net assets of the Funds crossed over the one billion dollar mark for the first time in the Funds' history and as of May 31, 2014 are valued at approximately $1.12 billion. The increase in net assets from year-end 2013 through the first five months of 2014 is 4.17%.

The IATSE National Health and Welfare Fund continues to provide health coverage to 35,000 lives in its six different options, which is roughly the same as the year end 2013 numbers. The Fund will be welcoming the approximately 250 participants of the ATPAM Health & Welfare Fund on September 1, 2014 when that merger is completed.

On January 1, 2015 the National Health & Welfare Fund will be introducing another option to its Plan C lineup. Plan C4 will launch as a high deductible plan with essential benefit offerings. Essential benefits

include medical, surgical, hospitalization and prescription drug benefits. The Affordable Care Act ("ACA") requirements will be satisfied by the Plan's design (it will meet the minimum value standard) and is another way to help participants find the best fit, benefit and cost wise, for themselves and their families. The cost will be approximately 20% less than Plan C3. The single rate will be $902 per coverage quarter and the family rate will be $1,737 per quarter. A full benefit description will be sent to participants during August.

As was previously reported, the Fund Office has begun researching the feasibility of bringing the medical reimbursement claims processing function in-house. The Fund Office now believes it can deliver improved service and claim turnaround and looks forward to implementation on or before January 1, 2016.

The finishing touches are being put on the Funds new website. While the launch has been delayed, this was due to added features and functions that the Funds' Trustees believed would be critical to its success and to address the needs of our participants and local unions. Announcements regarding the launch, which will take place between mid-October and November 1st, should begin arriving in participant mailboxes (both physical and electronic) in mid-September.

The Fund Office recently signed a new fifteen year lease at its current location, 417 Fifth Avenue in New York City and in response to the continued growth of the Funds; the Office will be undergoing renovations in order to facilitate projected future growth.

President Loeb remarked that these are no longer small Funds as they cover 35,000 lives and have assets over $1 billion dollars. He reminded everyone that the IATSE National Benefit Funds are open to all IATSE Locals. He explained that the C-4 Plan is designed to be a safety net, a catastrophic plan to protect participants who may fall out of C-3 coverage. It is on par with Bronze level, healthcare exchange under the ACA. He advised that the Funds and the International are working with partners like the AFL-CIO and The Actors Fund to assist members and participants with ACA options.

Finally, President Loeb thanked the Trustees for their hard work. The Funds operate well in large part due to the hard work of those responsible for this report.

"IATSE-PAC Administration" (Gavel)

**IATSE-PAC ADMINISTRATION:**

General Secretary-Treasurer James B. Wood, Assistant to the President Deborah A. Reid and West Coast Counsel James G. Varga presented a report to the Board on the possible engagement of a third party to begin administering the IATSE-PAC. Also appearing before the Board on this report were members of the IATSE Political Action Committee.

The PAC was started in 1999 and in its early years was funded primarily through fundraisers held during the two General Executive Board meetings per year, some District convention fundraisers, the International Convention every four years and an occasional fundraiser held by a local union.

It was noted that the annual contribution levels during the PAC's infancy were in the area of $50,000 per year and the number of disbursements per year was not large. The number and the complexity of the various government filings that were required was also fairly simple.

All of these factors made the administration of the PAC very manageable and the amount of administrative attention required was limited. The decision was made at that time to handle the administration in house and it has remained that way until this point in time.

However, over the years the PAC activity has been encouraged and has slowly grown, and in more recent years under the leadership of President Loeb, the PAC has become a much more integral part of our overall growth strategy. A lot of effort has been focused on growing the amount of PAC receipts in order to allow the IATSE to become more politically active with the intent of having issues addressed that affect the lives of our members and their families.

To that end the PAC continues to receive contributions from the various fundraisers previously mentioned, but we are now successfully increasing the number of monthly contributors from our membership. It is expected that by the end of 2014, we will be closing in on the $200,000 per year level of contributions.

This success story however is beginning to cause an increasing amount of staff time to track and manage the collection of contributions, banking, record keeping, and reporting to the FEC, IRS, and various state election agencies. In addition, the complexities and number of governmental filings seems to be changing on a weekly basis and this is requiring the IATSE to also engage professional assistance. We are now spending approximately $20,000 per year

in outside legal and accounting fees to administer the PAC in addition to the cost of having staff time dedicated to its administration.

The anticipation is that the IATSE will continue to have success in growing the PAC and these expenses will only continue to increase. It was therefore determined that the IATSE should investigate the engagement of a third party administrator to handle the PAC.

A search was conducted and the preferred vendor selected is a company called PAC Services based in Maryland. This company will fully administer the PAC under the direction of the IATSE for an annual fee of $24,000. They will also administer the smaller State and Local PAC as well as the Federal Speech PAC. These PAC's were established over the past few years to enable additional contributions on varying levels and require more compliance reporting in according with varying state and local campaign finance laws.

This company will prepare all State and Federal governmental filings as well as administer all contributions, both credit card and checks. All accounting functions will also be handled by PAC Services.

It was recommended to the General Executive Board that PAC Services be engaged effective September 1, 2014 and the Board unanimously approved that recommendation.

"IATSE-PAC Report" (Gavel)

**IATSE-PAC REPORT:**

The IATSE-PAC Committee comprised of Vice Presidents J. Walter Cahill, Thom Davis, Anthony DePaulo, John Ford, and Craig Carlson, along with Assistant to the President Deborah Reid and West Coast Counsel James Varga appeared before the Board to present an update on the IATSE-PAC.

At the mid-Winter meeting of the Board held in January 2014 in San Antonio, a challenge was posed to everyone who was in attendance to sign up one member every other month to help the IATSE-PAC increase its monthly contributions level in the hope that by the mid-Winter meeting of 2015 is held, we can reach an overall goal of 1,000 monthly contributors.

In San Antonio it was reported that the number of monthly contributors was roughly 230. Soon after that Board meeting President Loeb sent a letter to every attendee at the meeting, enclosing a half dozen PAC forms. In addition, a number of Locals have stepped up their efforts and have been aggressively going after their membership, such as Vice President Ford's letter to the membership of Local 52 encouraging them to contribute. Some Locals have also signed up all their officers and staff to be monthly contributors through payroll deductions. Through all these efforts, the number of monthly contributors to the IATSE-PAC has now reached over the 500 mark with contributions of $40.00, $20.00 or $10.00 per month. It was also noted that notifications were sent to 88 people who had been making monthly contributors by credit card but whose credit card expired. A new PAC form was enclosed with those notifications in anticipation they will update their record with us and start contributing again.

It was further reported that all except one of the U.S. Districts have held their conventions and through their fund raising efforts the District conventions have collectively brought in a total of $21,420.

With the 2014 mid-term elections rapidly approaching, the PAC Committee will be making determinations as to how the PAC funds will best be distributed to federal candidates. The vetting process has changed to include additional criteria such as the number of contributions received by the PAC from the members of a particular local union when such Local seeks financial assistance to candidates in their areas.

It was noted that President Loeb, Vice President Cahill and Alec French have also visited Congressional members on Capitol Hill and had an opportunity to explain issues of importance to them and their staffers. It was further noted that this is the first time the International President himself has visited Capitol Hill for meetings of this kind. Additional meetings are scheduled between the time of this Board meeting and Election Day.

As President Loeb directed in 2012, the PAC contribution checks will be hand delivered to the candidates while again providing the candidate(s) with background on the IATSE and explaining issues of importance to our membership.

It was also noted that the International has made some financial contributions in key races and on issue-related campaigns on the state and local levels. These contributions have not come from the IATSE-PAC which is generally dedicated to contribution to federal candidates, but from other sources and now totals over $200,000. Contributions on the state and local level are critical to defeating attacks on labor, including proposed voter suppression laws and right to work legislation in numerous jurisdictions.

The report concluded with a reminder that if any Local needs additional PAC materials (booklets, forms, flyers), Locals are requested to contact the General Office in New York and materials will be shipped as quickly as possible.

"IATSE Tradeshow Participation" (Gavel)

## IATSE TRADESHOW PARTICIPATION

International Vice President William E. Gearns, Jr., International Trustee C. Faye Harper and International Representatives Mark Kiracofe, Don Gandolini, and Barny Haines reported to the General Executive Board on developments on the International's tradeshow participation since the last Board meeting in San Antonio.

*PLASA Focus - Nashville and Baltimore*

In February 2014, PLASA repeated its Focus event in Nashville and International Representatives Brian Lawlor and Kiracofe staffed IATSE display. Representatives of Locals 46 and 492 joined the Representatives during the 2-day event which is a regional approach to PLASA's annual Live Design International show. The IA functions as a media partner for this event and works with Locals in the region to make IA members aware of the available free seminars, product demonstrations and networking opportunities. Local unions also participate in an open session to provide information about IATSE, and specifically the Locals operations and membership requirements.

In May 2014, Vice President Walter Cahill joined Representative Lawlor for the same event held in Baltimore. In addition to a Local 19 exhibition, Locals 22 and 487 were also in attendance and participated in the open session.

*EXHIBITOR 2014 - Las Vegas - March 16-18, 2014*

Trustee Harper and Representatives Gandolini and Joanne Sanders staffed the IATSE booth at EXHIBITOR 2014. This conference and tradeshow attracts 5,000 industry professionals from association directors, event planners, marketers and vendors. Exhibiting on the showfloor provides an opportunity to present IATSE's many skilled crafts in the exhibition and convention industry, and the number of Locals that work to produce those events throughout the US and Canada. This event also gives the IATSE the opportunity to meet with management of some of our largest contractors to discuss issues of mutual interest. Exhibitor 2015 returns to Las Vegas March 2-5 next year.

*USITT - Fort Worth - March 27-29, 2014*

It was reported that Representatives Chris Bateman, Lawlor and Kiracofe were joined by Local 322 Business Agent Bo Howard in staffing the IA booth at USITT. Locals One and USA829 exhibit at USITT regularly, and Local 126 took exhibit space as well. In addition, Local 127 President Franklin Horvath attended all three days of the show and was active with Representative Bateman and Brother Howard as they participated in the conference activities.

The USITT show is particularly rewarding for the IATSE as it provides access to college students who are entering the workforce in technical theatre crafts. It was noted that International Representative Ben Adams presented a workshop on the benefits of IA membership as part of the conference and led many attendees to the IATSE booth for follow up questions. The 2015 event will be held in Cincinnati on March 18-21.

*InfoComm 2014 - Las Vegas - June 18-20, 2014*

The IA display anchored the Rigging and Safety demonstration area that the International continues to sponsor as a segment of IATSE's partnership with InfoComm, and was staffed by Representatives Lawlor, Haines and Kiracofe. IATSE Safety Committee Chairman Kent Jorgensen gave daily demonstrations on proper use of truss and rigging rescue techniques. ICAP Chair Alan Rowe presented sessions on electrical standards and best practices in the entertainment industry. Various members of InfoComm management and their education department were regular attendees and noted the quality of the instruction, and the attendance for the demos far exceeded previous shows.

The Live Events area remains a small segment of the overall show, which drew more than 37,000 attendees, but interest in the IATSE's crafts and education initiatives is growing, and IATSE's contributions are consistently recognized by InfoComm. This show moves back to Orlando next year on June 17-19.

Upcoming tradeshows where the IATSE will participate this year are as follows:

SIGGRAPH 2014 - Vancouver, BC -
August 12-14

PLASA Focus - Austin, TX -
September 10-11

LDI - Las Vegas, NV -
November 21-23

Expo Expo - Los Angeles, CA -
December 9-11

President Loeb thanked the Tradeshow Department for its efforts in representing the IATSE at these events and noted that IATSE's participation in these shows is a potent tool that not only serves as an invaluable organizing tool, but also a tool that increases the Union's profile in the industry.

"IATSE Young Workers"

**IATSE YOUNG WORKERS:**

Communications Director Emily Tao reported to the Board on the IATSE Young Workers. Director Tao serves as Co-Chair of the Young Workers Committee and reported that the second annual Young Workers Conference will be held at the Hilton Portland in Portland, Oregon, on October 2-4, 2014.

The first Conference was held in Philadelphia in 2012 where a total of almost 200 members attended trainings and discussions, with courses about the IATSE, labor history, leadership skills, and activism. Local 8 provided logistical support and ensured the Conference attendees enjoyed Philadelphia. BECTU, the IATSE's sister union in the United Kingdom, also sent two attendees. It was also noted that an informal Young Workers meet-up and lunch was held during the 67th Quadrennial Convention in Boston, 2013.

This year's Young Worker Conference will provide networking opportunities and training on how to strengthen the union and become a better member and activist. Assistant Director of the Stagecraft Department Joe Hartnett, who also serves as Co-Chair of the Young Workers Committee, will be teaching an updated "Structure of the IA" course and will conduct COMET training which is specifically designed to train members on how to talk to fellow members about organizing the unorganized.

Another training session, "Messaging for Unions," will cover how to talk about unions and labor issues to a variety of audiences including non-union members, community, and family. There has been a push to reposition unions in mainstream media and unions are also under attack politically and legislatively. Thus, messaging for unions is a valuable skill to have and each young member will be equipped with the tools to explain what labor stands for to those who are not union members. This course is being arranged with the help of the Education and Training Department, and will be led by an instructor from the University of Oregon's Labor Education and Research Center.

Invited as guest speakers are AFL-CIO Secretary-Treasurer Elizabeth Shuler, and Oregon State AFL-CIO President Thomas Chamberlain, a passionate activist, organizer, and union leader who has been involved in labor for more than 20 years. Secretary Shuler, also a Portland native, fueled the young worker movement within labor, specifically the AFL-CIO's "Next Up" Young Worker group. BECTU will once again be represented by two young members who will be attending the IA's 2014 YWC.

This is a movement to get young members active, to meet others who might be dealing with the same issues, and to strengthen the union. As with the AFL-CIO Young Workers Advisory Council, the IA Young Workers Conference is geared towards members who are 35 and under, however, others are also welcome to attend.

A room block is reserved at the Hilton Portland at a discounted rate for members who receive approval to attend. The International will reimburse attendees who will be staying at the hotel for the two nights of the Conference. All attendees must be sponsored by a local union officer. Locals can send a maximum of two attendees to allow for all Locals to have representation. The application cutoff is September 1st. Additional information or questions regarding the 2014 Conference maybe directed to the Young Workers Committee at ywc@iatse.net.

President Loeb encouraged Locals to register. He noted the importance of this Committee which seeks to engage those who will be the next leaders in the IATSE and the union movement. He remarked that the Committee's primary focus for the 2014 Conference is activism, noting that attendees will come out of this Conference with concrete ideas.

President Loeb commended the Young Workers Committee, especially Co-Chairs Tao and Hartnett. He stated that this Committee is ensuring that the IATSE has strong, dedicated, labor –oriented members going forward.

PRESIDENT LOEB: Microphone 3.

DELEGATE RHIANNON RODRIGUEZ BETTS, Local 28: Hello, Mr. President. Rhiannon Rodriguez – oh, my good gosh. Rhiannon Rodriguez Betts, President, Local 28. Portland would like to thank you, Mr. President Loeb, and the Young Workers

Committee for giving us the honor of hosting the second Young Workers Conference. It inspired creation of our own Young Workers Committee, and that committee has hosted unit industry nights, our first annual Hashtag, not a Christmas party, and spearheaded community outreach by participating in the Women in Trades 25th annual career fair. These young workers have encouraged us to fight against fascism, promoted union queer pride, and taken leadership roles. We are thrilled with the results of the seed you have planted and look forward to reaping further rewards. Thank you.

PRESIDENT LOEB: Thank you.

*(Applause)*

Microphone No. 7.

DELEGATE KEVIN CHEATHAM, Local 479: Mr. President, Kevin Cheatham, Local 479, Chairman of the Young Workers Committee. Today, on July 19th, marks the third anniversary of our very first Young Workers Committee meeting and it is in that, sir, that I would like to thank you and the executive board members for this initiative, the Young Workers Committee, in which we had the great pleasure and honor of hosting the International Conference last year in Atlanta. With that initiative, thank you so much for this opportunity. We had an honor in coming together with our brothers and sisters from all over and implanting our roots, engaging in the Pillars of Success, and laying down a solid foundation for our generation.

I'd also like to thank and recognize the leadership and guidance instilled in the International Young Workers Committee, Emily Tao, Vanessa Holtgrewe, Radar Bateman, Molly Katchpole, Joe Hartnett, and Jason Vergnano. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 4.

DELEGATE DANA GAUDET, Local 891: Thank you, Mr. President. Dana Gaudet, Local 891. I would just like to say how proud I am to be an IATSE Young Worker and a member of the 891 Young Workers Committee. This committee was instrumental in seeding a movement that supported trans members in our Local. And many of our young workers have contributed much time, effort, and research into promoting BC-16, which was recently passed in Canada, that protects gender identity under a non-discriminable identity in the Canadian Human Rights code.

This is the power of Young Workers. This is the power of the new generation of people who are coming up through this union, who you inspire with your ability to show solidarity, with people who may not be like you in the way that you struggle. But the fact that you struggle and the fact that you can recognize and feel compassion for the struggles of others, and do everything in your power to uplift them. I thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 6.

DELEGATE LEE E. CASADY, Local 33: Mr. President, my name's Lee Casady, Local 33. And I want to thank you on behalf of my Local for putting together the Young Workers Committee. I can't thank you enough. That's all I'm going to say.

PRESIDENT LOEB: Thanks, Lee.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local Union Training" (Gavel)

**LOCAL UNION TRAINING:**

Members of the General Executive Board, International Representatives, IATSE Legal Counsel and local union representatives in attendance at the Seattle Board meetings participated in an educational training session entitled "Building Activist Local Unions" conducted by Robyn Cavanagh, Assistant Director of the Education and Training Department and Barbara Byrd from the University of Oregon Labor Education and Research Center. The session explored ways in which local union leaders can identify a vision for activism within their respective Locals. The session went on to identify barriers local unions may face in getting members interested and involved in activism and then provided tools on how to overcome those barriers.

"PAC-12 Sports Network" (Gavel)

**PAC-12 SPORTS NETWORK:**

International Vice Presidents Walter Cahill and William E. Gearns, Jr., Broadcast Department Director Sandra England, IATSE Lobbyist Alec French of Thorsen French Advocacy, and In-House Counsel Samantha Dulaney updated the Board on the area standards bannering campaign against Pac-12 Networks.

It was reported that pressure continues to be exerted by the International on Pac-12 Enterprises, the nonprofit foundation that runs the Pac-12 Networks to pay its employees area standard wages. President Loeb has been actively involved in the lobbying effort in both Washington, D.C. and in California to bring the voice of state and federal legislators, many of whom are alumni of the constituent universities, back to the network and the Presidents of the Universities that serve as the body's governing board. The International's message is to implore Pac-12 to do right by the technicians that work for the Network.

This effort has included meetings with 38 federal legislators and many state assembly representatives in the western states. President Loeb, Vice President Cahill, Lobbyist French, along with The FX Crowley Company working alongside Locals of the Broadcast Department are engaged in this area standards campaign.

"PSAV"

**PSAV:**

International Vice Presidents William E. Gearns, Jr., Craig Carlson, Michael Barnes and John T. "Jack" Beckman reported that ongoing negotiations with PSAV have resulted in an agreement that was signed in March of this year covering both the U.S. and Canada. The following Locals are to be added during this first year: Phoenix Local 336, San Antonio Local 76, Denver Local 7, Salt Lake City Local 99, Seattle Local 15, Minneapolis Local 13, Baltimore Local 19, and Washington, D.C. Local 22.

President Loeb commended everyone on their efforts and pointed out that our relationship with PSAV should be a win-win for our members and for the employer for many years to come. He encouraged all Locals to take advantage of the training programs offered by the Training Trust as well as those resulting from our partnership with InfoComm.

PRESIDENT LOEB: Microphone 3.

INTERNATIONAL VICE PRESIDENT MICHAEL J. BARNES, Local 8: Mr. President, Michael Barnes, International Vice President, President of Local 8, Philadelphia. I'd like to thank you for your support in bringing PSAV under contract. I'd also like to thank Vice President Gearns and retired Vice President Jack Beckman.

This agreement has resulted in many of our Locals representing countless technicians in numerous hotels. In Philadelphia, we have 22 hotels where PSAV provides services that are now under contract. In addition, this agreement has resulted earlier this year in a successful organizing drive in Philadelphia where 65 audiovisual technicians, working full-time for PSAV in the hotels, are being brought into IATSE membership.

*(Applause)*

The example that you have provided in organizing the Studio Mechanics, as an International Vice President, the direction you gave us in 2009 to develop targets as the International President, and the Pillars you rolled out in 2013, has given us the tools to be successful. The continued support you provide gives Local 8 and a number of our Locals the support to bring these Locals under union contract with good wages, good benefits, and good working conditions.

Local 8 membership increased by 10 percent to over 700 members as a result of this single organizing drive. Without your vision, without your plan, and without your support, this growth does not happen.

Mr. President, my brother, my friend, I thank you and look forward to standing with you to grow in strength in this great International.

*(Applause)*

PRESIDENT LOEB: Thank you, Mike.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Political Report"

**IATSE POLITICAL REPORT:**

Appearing before the Board to present a report on the IATSE's political program in both the United States and Canada were International Vice Presidents J. Walter Cahill and John Lewis, Assistant to the President Deborah Reid and Canadian Office Operations Manager Krista Hurdon.

Vice President Lewis and Krista Hurdon provided a report on the status of both the federal and provincial political environments in Canada.

**Federal Issues**

*Bill C-377*

This proposed federal legislation seeks to create onerous financial reporting obligations for trade unions. It is still in second reading in the Senate with no indication that interest in this proposed legislation will be revived any time in the near future.

*Bill C-525*

This proposed federal legislation seeks to change, among other things, certification and decertification laws for federal sector employees making it far more difficult to organize and far easier to terminate bargaining rights. The federal Liberal and New Democratic parties were able to secure amendments to the most egregious sections to this proposed legislation during Committee meetings. The Bill continues a slow progression and is currently waiting for Second Reading in the Senate.

*Bill C-4*

This proposed federal legislation is an "omnibus bill" which, among other things, seeks to limit federal sector employees' right to refuse unsafe work; allow employers to discipline workers not carrying out dangerous work; unilaterally determine what constitutes essential services, and; weaken protections for laid-off workers. It received Royal Assent and will come into force in October 2014. A joint legal challenge to this legislation is being pursued by 18 different unions representing mainly federal sector workers.

*Bill C-23: The Fair Elections Act*

This proposed legislation has received Royal Assent and is now law. This Act addresses a number of election issues such as political contribution limits, third party advertising and election expenses. It also establishes more stringent voter ID regulations. The Council of Canadians and the Canadian Federation of Students (CFS) have joined together to launch a Charter challenge against sections of the Act. The Charter challenge will target two central provisions of the Act, namely the ban on the use of a Voter Information Card to prove residency and the muzzling of the Chief Electoral Officer.

**Provincial Issues -**
*Quebec Election*

On April 7, 2014, the Province of Quebec held its elections. The Canadian Office consulted and worked with the Quebec Locals to craft IATSE's message to the members, and the International database was used to distribute it. The Quebec Liberal Party, under Philippe Couillard, won a majority government of 70 seats, while the incumbent Parti Québécois finished second with 30 seats, becoming the first single-term government since 1970. Even Premier Pauline Marois lost her own seat, which if nothing else, underscored that Quebec is ultimately a left-leaning province and if the PQ ever wants to regain power, it would do well to remember its socialist and labour roots.

*Ontario Election*

For the last few years, Ontario has had a minority Liberal government which limited the government's ability to rule without the support of one of either the Conservatives or NDP. When the Liberals released their budget in late spring, although it had everything the NDP had prioritized, the NDP refused to support it, which triggered a June 12 election.

This election was a watershed moment for the labour movement. Conservative Leader Tim Hudak sought out Tea Party strategists and campaigned for Right-to-Work legislation and the elimination of mandatory dues check-off for all employees covered by a collective agreement. Hudak was so vocal about his anti-union agenda that the labour movement had to back away from its traditional support of the NDP and vote strategically. Most unions encouraged their members to vote for whichever left-leaning candidate in their riding – Liberal or NDP – that stood the better chance of defeating the Conservatives. Once again, the Canadian Office worked with all Ontario Locals to ensure it was preparing an effective election message and sent that message out to Ontario members via the International database.

The IATSE also joined many other unions in a group called "Working Families." This group pools its resources for anti-Conservative television and print ads. In the last Ontario election, the Working Families budget was almost the same size as the budgets of either of the two largest political parties. The group broadens its target audience past labour, so that if huge electricity bills is the issue that resonates with the general public and ensures they don't vote Conservative, that's what Working Families will focus

on. The Ontario Locals of the IA contributed just under $40,000 to Working Families.

The campaign was a huge success. The Liberals were re-elected, this time with a majority government. It is also important to note that this was the first time Ontario has elected not only a woman as Premier, but a Premier who is openly gay.

*Fairness Works Campaign*

The CLC's "Together, Fairness Works" campaign to change the perception of unions in the minds of both the public and our own members continues. Following up on the success of the Phase 1 of the television advertising campaign which was reported at the last Board meeting, Phase 2 of the advertising campaign expands the platform beyond TV to social media, subway and bus ads, street furniture, etc. The first ads targeted the 35-50 year-old demographic. The second phase targeted the youth demographic and the "switchers" – those voters who aren't so tied to a political party that they will switch their votes according to issues and candidates. A second commercial was shot and this time, through the efforts of the International at the CLC, the IATSE was successful in securing the work.

*Lobbyist*

The Canadian Office has now engaged a professional lobbyist to assist the IA in ensuring its interests are properly communicated to both provincial and federal government decision makers. Professional lobbyist Isabel Metcalfe has been engaged to work on an as-needed basis for the IATSE in Canada. She brings to the IA her 30 years of experience as well as strong relationships with all three major parties. The Canadian Office is currently planning an IA lobbying day in the fall of 2014 where it will be meeting with key individuals in the departments of Heritage, Immigration & Citizenship, and Employment & Social Development.

President Loeb noted that it is crucial to participate in Canadian political affairs. Proposed legislation on federal levels needs to be defeated. This requires a commitment to activism.

Vice President Cahill and Assistant to the President Reid provided an update on the IATSE's political program in the United States.

It was reported that according to most 2014 election polls it appears that there may be little hope for the Democrats to gain control of the House, and the Democrats are in a tenuous position to retain control of the Senate. Due to the challenges of the 2014 elections, the demands on the labor community and all working people to turnout voters will be of paramount importance. That means that the IATSE and all AFL-CIO affiliates and other labor unions need to be prepared to participate in grassroots efforts so that we turn out supporters for candidates friendly to labor and working families. We must engage at least one percent of our membership to actively participate in the critical mid-term elections this year, and there must be an effort to identify those members who are not registered to vote and get them registered.

Based on the results of studies conducted over the past several years by the AFL-CIO, the numbers below clearly illustrate that the labor community consistently outperforms the general public in terms of the percentage of them that vote.

It was noted that as one might expect, the percentages shown in the "Retirees" column below indicate that older members have gained wisdom over the years and know what direct impact the elections will have on their lives. Retirees clearly vote in the highest percentages of all categories.

In the IATSE, our participation in the political process has come a long way and has increased, however, it was noted that our activism must continue to grow and we truly need to do better. The 2014 elections will be all about turnout. Mark Gersh, who has been briefing AFL-CIO Political Directors for years, said recently that the majority of the House races that are in play will come down to who is able to get their supporters out. IATSE members are involved in door knocking, phone banking and other campaign activities. When we get engaged, we do a great job of getting our members to the polls. There is so much at stake, it was noted we cannot afford to have the usual lack of "off-year" election turnout that generally occurs.

It was reported that as part of the IATSE's political program Vice President Cahill and Assistant to the President Reid continue to conduct regularly scheduled conference calls with the Chairpersons and Secretaries of the Districts in the United States. In addition, the District Secretaries continue to submit monthly reports that indicate the activities of the local unions in their respective Districts. Local unions were encouraged to submit reports to the District

Secretaries so they may pass them on to the International.

Locals continue to submit their Local Union Coordinator forms that were distributed by the District Secretaries, however, a large number of local unions have yet to get their reports in to the General Office. It was noted that there are 334 local unions in the United States and at the time of this report, the General Office has received forms from only 68 local unions. As the mid-term elections rapidly approach it is important that every local union in the United States designate someone in their Local to serve as the Local Union Coordinator so that there is a point person at each Local who will receive and disseminate information to fellow members regarding actions that may be required at the grassroots level so that we may put forth every effort to ensure that labor-friendly candidates are elected.

It was reported that the AFL-CIO has distributed its list of the states in their Tier 1, Tier 2 and Watch States. The states in these categories will be those that are particularly targeted for assistance in terms of staffing and resources. As in 2012, the International will provide some release staff in these targeted states on an as-needed basis and it was noted that if any member wishes to take a more active role in the labor movement's efforts leading up to Election Day,, he/she should advise their local union and the Local will submit their name and contact information to the General Office. It was noted, however, that local unions are also asked to assist in releasing staff to work the AFL-CIO political programs for 2014, particularly in those states where the challenges are greatest.

The AFL-CIO has also distributed its 2014 list of Endorsed Candidates for the mid-term elections. This list has been shared with the District Secretaries and is constantly being updated. As a mandate of the 2013 AFL-CIO convention, the State Feds and CLCs have been submitting strategic plans to the National AFL-CIO and when approved will be sent to the local union affiliates in their respective jurisdictions. The Locals will be asked to sign off on the plans and by doing so, will be indicating that they are signing on to work the plan with their State Feds and CLCs. The AFL-CIO will also be notifying the International affiliate when their local unions have signed on.

It was also noted that Working America has partnered with various State AFL-CIO's to sign up members and bring them into the fold of the labor movement. By doing so, Working America gains the ability to communicate with them regarding various campaigns and actions leading up to the November elections. Through their efforts Working America has opened a few new offices for this 2014 election season and they are providing employment opportunities to people whose work will help in those particularly targeted areas.

*NALC 2014 Food Drive*

For the first time, the IATSE participated in the 2014 national food drive of the National Association of Letter Carriers (NALC). The International participated by purchasing 100,000 grocery bags and had them shipped to areas with a density of our membership. The NALC reported that the 2014 nationwide effort collected 72.5 million pounds of groceries that were picked up at mailboxes on May 10th. These groceries have been delivered to local food banks and shelters and the timing was important because many community pantries become depleted in the summer because school lunch programs are not available.The IATSE's participation was well noted and on May the NALC's Burbank branch reported that 25,000 bags were received from the IATSE and more were still coming in. The NALC was so impressed with our efforts that in June the NALC Regional Coordinator in the Los Angeles area sent a thank you letter to Buffy Snyder at our West Coast Office stating that they had significant jumps in donations this year in the cities that received the IATSE bags.

PRESIDENT LOEB: Microphone 4.

DELEGATE KRISTA HURDON, LOCAL 514: Mr. President, Krista Hurdon, Local 514, Montreal. I wanted to note that since the last convention, the Canada Locals have increased their political activity tremendously. We've lobbied on legislation that matters to working people and we've been met with success. We affiliated with progressive organizations like Working Families to defeat Tim Hudak and his right-to-work platform in Ontario. Federally, we affiliated with Engage Canada, and Locals raised funds, phone-banked, knocked on doors, and spread the word. As a result, we successfully defeated the conservatives and sought change with the election of the liberals and Justin Trudeau.

I wanted to thank the Canadian members and Locals for all the hard work they did, and I want to thank you, President Loeb, for your support and for

directing the resources we needed to really make that change happen.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Midwest Broadcast Organizing"

**MIDWEST BROADCAST ORGANIZING:**

Director of Broadcast Sandra England and International Representative Fran O'Hern reported on organizing campaigns in Wisconsin and Minnesota. The Department has been very active in organizing in the upper Midwest. Representatives Fran O'Hern and Steve Belsky aided by officers and members of Broadcast Locals 745 and 762 took on an ambitious project to bring the non-union contractors in Wisconsin under agreement with the IATSE. They were successful in getting a majority of workers in Wisconsin to sign authorization for representation cards and prevail in an election held by the NLRB with three employers in the State; the regional sports network Fox Sports Wisconsin, the crewing contractor, Program Productions, and the sports cable channel, The Big Ten Network. The workers voted overwhelmingly for IATSE representation and were welcomed to the Department. Meetings will be held with the new unit to develop the strategy for negotiating an agreement with each of these employers.

The same team, along with Broadcast Local 745, set out to organize technicians with non-union contractors in Minnesota. A majority of authorization cards were collected for Big Ten Network, LDM Worldwide, Inc., Program Productions, Inc., and the Mobile Television Group. Program Productions agreed to voluntarily recognize the Local, and an NLRB election was held for the remaining three employers. The Local prevailed in the LDM and Big Ten Network elections. The Mobile Television election is still undetermined.

PRESIDENT LOEB: Mike 7.

DELEGATE WILL TINSLEY, Local 414: Mr. President, Will Tinsley, Local 414, Wisconsin, Broadcast Technicians.

We'd like to thank the IA for providing the resources necessary to organize and charter our own broadcast Local in Wisconsin. And I'd like to personally thank Sandra England, Fran O'Hern, Steve Belsky, and our brothers and sisters in Locals 745 and 762 in Minnesota and Chicago for their guidance and help in our organizing effort. We wouldn't be here without you. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 7.

DELEGATE JONI FISHER, Local 745: Mr. President, Joni Fisher, Local 745. At the last quadrennial convention, we had one contract with IATSE, with Fox Sports North. Since then, we have organized an additional nine contracts, for a total of ten. Our membership in 2013 was around 40 members. We have now more than doubled that.

*(Applause)*

Our Minnesota broadcast workers are most grateful to Sandra England, Steve Belsky, and Fran O'Hern for the hours of hard work, help, and support that they have given us in adding companies under IATSE contracts, not to mention the trips up to subzero Minnesota winter weather. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE DENNIS M. GATES, Local 762: Mr. President, I'm Dennis Gates from Local 762 in Chicago. It wasn't long ago that there weren't a lot of sports broadcast Locals in the Midwest. And when I got wind of the fact that some of the guys in Wisconsin were talking about organizing, I called up some of the guys at 745 in Minnesota, because Wisconsin's sort of halfway between the two, and they leapt at the opportunity to join me in going to Wisconsin to talk to people about organizing.

And now, Local 414, which is only 90 miles down the way from Chicago, I think they're great. They're a strong Local and they're so nearby. And now we also have Indiana Local 317. So we're sort of forming a core in the Midwest. And now anywhere I go in the Midwest and I work, I can count on getting good wages and benefits, and that's a testament to our broadcast department, Sandra England, Fran O'Hern, Steve Belsky. They've just done a great job. Thanks.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Motion Picture Industry Pension and Health Plans" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS:

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other Labor Directors Bruce Doering (Local 600), Ron Kutak (Local 700), Colleen Donahue (Local 161), Patric Abaravich (Local 728), Tommy Cole (Local 706), and Scott Roth (Local 800) reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP). The combined value of Plan assets has for the first time exceeded $8 billion. As of June 30, 2014 the Pension Plan held $3.4 billion in assets, followed by the IAP with $3.8 billion. The Active and Retiree Health Plans held $775 million and $71 million, respectively. As of June 30th, the MPIPHP investment returns for 2014 were up by approximately 5.6%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that it is prudent over the long term for plans such as the MPIPHP.

The combined hours into the MPIPHP for 2013 were 81 million. This exceeded estimates by 6 million hours. Employer hourly contributions of $688 million were received in 2013. This is due to the increased number of hours as well as contracts that require higher hourly contributions into the Plans such as the AICP, Music Video and many single project agreements. Residual contributions for 2013 exceeded $400 million and are $5 million over the same period so far this year.

The Active Health Plan has over 43,000 participants and over 93,000 covered lives, with an average annualized cost of $11,550 per participant. The Retiree Plan consists of over 20,000 covered lives with an annualized cost of over $8,000 per participant. The total healthcare spend is estimated to be $621 million between the two Plans in 2014. The MPIPHP reported that as of December 31, 2013, the reserve levels were at 18.4 months in the Active Plan and 9.3 months in the Retiree Plan. Current estimates are that those reserve levels will remain flat thru 2014.

The Plan Director's also reported on the elimination of the MPIPHP Home Plan as of April 1, 2014. The Home Plan was created over a decade ago to deal with a small contingent of participants that were residing outside the MPIPHP areas. As domestic tax incentives impacted the work patterns across the IATSE's jurisdictions, the Home Plan grew exponentially. This growth, unanticipated at the creation of the Home Plan, has created economic and resource draining hardships on the MPIPHP. Home Plan participants do not count towards residuals for pro-rating or triggering. Contribution rates are at the lower, LA Basic Agreement rates as well, creating a "double hit" to the MPIPHP. This is subsidized by the participants working under the Basic and other agreements that require residuals and higher contribution rates. However, the Directors of the MPIPHP also recognized that there are participants that have actually changed their permanent address and qualified for the Home Plan could be adversely impacted by a wholesale cancellation of the Home Plan. Therefore, it was determined that any participant who qualified for the Home Plan before April1, 2014, would be grandfathered and allowed to continue in the MPIPHP.

It was also reported that the Motion Picture and Television Fund (MPTF) clinics that are in the MPIPHP network have been transferred to the UCLA Medical Center for administration and medical services, and in the new partnership, the clinics are named MPTF/UCLA Medical Center Clinic.

The Directors reported on several senior level staff changes at MPIPHP including the hiring of a new CFO, Alan von Halle.

"National Labor Leadership Initiative"

## NATIONAL LABOR LEADERSHIP INITIATIVE:

Director of Education and Training Patricia White reported to the General Executive Board on a new leadership program started by the AFL-CIO in partnership with the Cornell Worker Institute called the National Labor Leadership Initiative. AFL-CIO President Richard L. Trumka founded this program in response to the turbulent conditions confronting workers and unions in the 21st century. Director White has been a participant in this program over the past year.

The National Labor Leadership Initiative (NLLI) attempted to consider three interdependent domains of leadership: "Personal Qualities of Leadership,"

"Leading and Transforming Your Organization," and "Building an Inclusive and Dynamic Movement." Each topic was covered extensively during three separate one-week retreats, held between November 2013 and June, 2014. Intensive follow-up with faculty, field application, peer coaching and network-building took place continuously between sessions.

Participants at the NLLI retreats spent many hours considering capacity building and infrastructure for an enhanced pro-worker movement. A powerful, progressive majority in the United States and Canada needs to embrace the union message, and unions need to be able to confront the claim that they are only interested in the explicit self-interest of their members. At the same time, non-union worker organizations, such the National Domestic Worker Alliance and Jobs with Justice that speak for workers not in unions must learn from labor and unite around common goals. Participants need to build their own organizations while building the movement. Rather than apathy and demobilization, there should be rising expectations and new demands regarding what citizens should expect from their government.

Director White stated that organized labor needs its own think tanks, and this is one of them. She went on to explain that organized labor needs to reach into and befriend the progressive institutions that promote the rights of common people, workers, immigrants, students, and the middle class.

Director White stated that President Loeb and the General Executive Board took a very positive step when they voted to approve IATSE's participation at the NLLI. In the months to follow, some of the material presented will make its way into some of the leadership training presented by the IATSE. Additionally, the alliances and friendships made with the other participants are a resource which the IATSE will be able to draw upon, if needed, in the future.

President Loeb thanked Director White for her efforts and participation in this initiative. He went on to comment on the importance of organizing a "think tank" to pro-actively advocate the interests of labor collectively. President Loeb confirmed that IATSE will continue to participate and invest in this initiative, and advised those in attendance that he will be assigning General Secretary-Treasurer Wood to the next session of the NLLI.

PRESIDENT LOEB: Microphone 4.

DELEGATE TERESA KELLY, Local 891: Hello, Mr. President. My name is Dusty Kelly, and I'm from IATSE Local 891. I had the privilege to participate in the regional version of the National Labor Leadership Initiative, the Cascade Region Leadership, bringing together labor and community leaders from across the states of Oregon, Washington, and the province of British Columbia, with the goal of building worker power and strategic alliances for progressive movements to improve the lives of workers and families in the region.

My attendance would not have been possible without the financial support of the LEAP Fund and my district. The quality of this program was exceptional. I've taken many. It stood apart.

I was proud to learn that Education and Training Director Pat White was a member of the development team and to hear how well regarded both she and the IATSE Training and Education Department are received across North America. This, in my opinion, is another example of how our union is punching above our weight under your leadership.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued reading as follows:*

"Nexstar Communications"

**NEXSTAR COMMUNICATIONS:**

General Counsel Samantha Dulaney, on behalf of Assistant Director of Stagecraft Joseph Hartnett, reported to the Board in closed session regarding the International's recently concluded negotiations with Nexstar Communications/WETM-TV in Elmira/Corning, NY.

In February 2014, Assistant Director Hartnett was assigned to assist Local 289 in its negotiations with Nexstar. The employer's proposals would have decimated the collective bargaining agreement. Against this backdrop, bargaining was contentious but a deal was reached in March of this year. Two days after signing the agreement, Nexstar informed three members of the bargaining unit that they had been reclassified and were no longer members of the bargaining unit. Counsel Dulaney filed an unfair labor practice charge with Region 3 of the National Labor Relations Board (NLRB) in Buffalo, NY. Assistant Director Hartnett, along with two of the three members of the unit who had been wrongfully reclassified, gave affidavits to the NLRB. The Region issued a complaint and a hearing is scheduled for October 2014.

PRESIDENT LOEB: Microphone 3.

DELEGATE JOE HARTNETT, Local 862: Joe Hartnett, Local 862. This is the first report at the beginning of the saga with this company. So everyone knows, this is a report about a very small Local in Elmira, New York, at a television station at WETM, who was bought out by another company. We negotiated a transition contract from their previous employer and they came in guns blazing on this little Local.

After we negotiated for a year-and-a-half, the contract was signed. The next day they went to the Union Steward, who was the Vice President of the Local who had been negotiating with me at the table and another individual who was grandfathered and there was a special side letter specifically about this individual – they changed their job titles and said they were management and they were no longer part of the unit.

We immediately, with the help and assistance of Samantha Dulaney, filed a ULP against the Local, which we won at the region, and the company with their big money backers decided to appeal to the National Labor Relations Board and eventually to the Second Circuit.

We won all the way.

*(Applause)*

Recently, as of just June of this year, is when they finally complied, and these two members are now back into the unit.

So I just want to thank you for your support, even for this little Local that could in Elmira, New York. And thank you.

*(Applause)*

PRESIDENT LOEB: Thanks, Joe.

(Gavel)

We'll now suspend the reading of the General Executive Board Meetings, and I'll ask if there are any announcements.

## ANNOUNCEMENTS

READING CLERK O'HERN: Yes, there are.

PAC table reminder. Delegates are reminded that there is an IATSE PAC booth outside this convention hall where contributions may be made by completing the PAC form or by making online contributions. Delegates are also reminded that the PAC may only accept contributions from IATSE members who are United States citizens.

READING CLERK NEVILLE: Our second announcement is pertaining to the Education and Training Survey. As a reminder, the IATSE Entertainment and Exhibition Industries Training Trust Fund and IATSE Education Department are conducting a training survey from Monday, July 17th, through Thursday, July 20th, here at the convention. The purpose of the survey is to gather information about training needs and how the Training Trust Fund and Education Department can be helpful to IATSE Locals.

There are still many Locals that have yet to pick up their tickets to take the survey. Please make sure that you do so today. The survey is for all Locals from those who have robust training programs to those who are just launching training courses and starting to think about training. You should take the survey even if you took it four years ago at the Boston Convention.

Locals should assign a delegate or representative to take the survey, and designated delegates should stop by the Training Trust Fund table in the hallway to collect the ticket they will need to take the survey. All delegates are encouraged to visit the Training Trust Fund table.

That concludes our announcements.

PRESIDENT LOEB: Thank you. We'll now recess until 2:00 p.m.

*(At 12:32 p.m., the Convention was recessed, to reconvene at 2:00 p.m.)*

## AFTERNOON SESSION

## THIRD DAY – WEDNESDAY, JULY 19, 2017

The Convention was called to order at 2:04 p.m., President Loeb presiding.

PRESIDENT LOEB: Will the delegates please take their seats.

The convention will now come to order.

Please rise for the invocation by Sister Eileen Mcdonald from Local One.

## INVOCATION
## Eileen Mcdonald
## Local One

Good afternoon.

*...The delegates responded, "Good afternoon."*

Mr. President, Brothers and Sisters, most invocations start with a request to bow your heads. Today I ask that you not bow your head, but instead to look around the room at all of these union members. Really Look around.

Historically, in this room and ones like it we have had disagreements, tension, frustration, and despair, but we've also had determination, passion, success, and hope. The very fact that we are human means that we have more in common than we have differences. We share the same potential for compassion, love, and joy. And while we come from different backgrounds and beliefs, what connects us is this union.

Union means unity. Let us cherish and celebrate our shared humanity and continue to strive towards that common goal, a better life for all of our members, our families, our Locals, our countries, and the world. May we aspire to be where we are needed when we are needed, and to persist if that is what is needed.

To quote Eleanor Roosevelt: "What could we accomplish if we knew we could not fail?"

*(Applause)*

PRESIDENT LOEB: Thank you, Eileen.

I have to say something that is, frankly, difficult to say. I have had a relationship as I mentioned in the introduction, with Tom O'Donnell for the better part of 25 years. I'm shocked and I'm disappointed at the tone of a so-called joke that's not funny to me, and it shouldn't be funny to any of us.

*(Standing ovation)*

Simply inappropriate. It has no place here or anywhere else. Nowhere. The fact of the matter is we're here talking about inclusion and diversity and everybody sees the efforts that we're making, this IATSE, to change and to be better, and this is not the way that we think or we behave.

Now I can't control what comes out of another person's mouth, but I don't have to tolerate it. And I'm not tolerating it.

*(Cheers and applause)*

You have my commitment that I will make those feelings known directly, personally. You can rest assured I'll do that, because I have to sleep at night and I have to look in the mirror too. And that's not who we are, that's not who I am, and that's not who you are. And I know that.

*(Applause)*

And now I have some guest speakers who have been true friends to the IATSE over a long, long period of time from the Directors Guild of America who are here to address us. There are three of them, and the first one who will address us is Russ Hollander.

Russ is the new National Executive Director of the Directors Guild of America, which protects and extends the creative and economic rights of its nearly 17,000 members working in the U.S. and abroad. Responsible for the DGA's activities and operations, Hollander also leads the Guild in all its labor negotiations. He directs a staff of 160 and develops the Guild's policy and strategic agenda working with the elected President and Board of Directors. He also oversees the Guild's work with its members around the world.

Prior to stepping into his new role as National Executive Director in May 2017, Hollander, a 16-year DGA veteran, formerly headed the DGA's New York's office. He moved to the Guild's Los Angeles headquarters to take on an expanded national role in January of 2016 to focus on the growing challenges of national and international representation of directors and their teams in all genres represented by the DGA.

During his tenure Hollander has served as the DGA's chief negotiator in six network negotiations with ABC, CBS, and NBC, and four commercial negotiations with the Association of Independent Commercial Producers, and held national responsibility for nondramatic programming – news, sports, commercials, and new media.

Hollander joined the DGA in 2001 as Assistant Eastern Executive Director, was promoted to Eastern Executive Director in 2002, and promoted again in 2011 to Eastern Executive Director Associate National Executive Director.

Brothers and Sisters, please welcome Russell Hollander.

*(Applause)*

## RUSSELL HOLLANDER
National Executive Director
Directors Guild of America

Thank you, President Loeb. Thank you for inviting the DGA to speak here today and carry on a tradition that began in 2005 when my predecessor, mentor, and longtime DGA National Executive Director, Jay Roth, first had the opportunity and the pleasure of speaking.

The relationship between the DGA and the IATSE is an extremely important relationship to the DGA and its elected leadership, and one that our newly elected president, Thomas Schlamme, and I look forward to continuing.

While I may be new to the position of National Executive Director, my roots in the labor movement run deep. Unions are part of my DNA. I was raised in a union household. My father, a New York City schoolteacher, was active in the teacher strikes in the late '60s and '70s, and he attributed everything he was able to provide to his family – a home, medical care, his children's college education, and now his pension – to successes of those early battles.

My mother, a high school administrator, awoke her then dormant independent union when her school sought to cut back on benefits and make other rule changes that would have harmed the student body.

And my son, a union organizer, is working on getting a first contract with the employees at the MGM National Harbor in our nation's capital.

Many of you likely relate to this. There's a certain type of upbringing we have in a union household. We're activated from a very young age with a duty to the greater good. A commitment to service becomes our compass early on. And we know it will be an uphill climb, grueling at times, and not for the faint of heart.

For me, this led to a career working for and on behalf of organized labor. I studied labor relations in both college and law school and spent countless hours doing volunteer work at the local union halls. Before coming to the DGA, I was a partner at Cohen, Weiss, and Simon, a labor law firm in New York City, where I exclusively represented union and employee benefit plans.

Sixteen years ago I gave up my practice to come to the DGA, where I headed our New York office and led our network in commercial negotiations and fought for the creative and economic rights of directors and their teams. I quickly learned the importance of the bond between the IATSE and DGA.

While in New York I had the opportunity to work with the heads of the New York production Locals, mostly on issues affecting our members in the city and state, and on national issues with President Loeb, Mike Miller, and Dan Mahoney. I look forward to meeting and working with many more of you as the Guild's National Executive Director.

The bottom line is that the IA members and DGA members together make up the heart of the production unit. It's our collaboration on the sets of this country and throughout the world that truly drives an industry that creates the world's finest entertainment, employs hundreds of thousands of people, and engages billions around the world.

Off set Jay, President Loeb, and past DGA presidents have worked closely for two decades forging deeper bonds and collaboration between our organizations. Our close ties have bolstered the strength of our solidarity and netted successes we would not have been able to achieve on our own.

Under Jay and Matt's leadership we banded together to protect our members in the industry against corporate, technological, and legislative issues that challenge the livelihood of our members, the creativity of our craft, and the direction of our industry.

Together the DGA and the IATSE have tackled a number of challenges. We fought to keep film and television production thriving in the individual states and provinces where our members live. We fought against Internet theft and waged legislative battles to prevent it. And we worked together to address the rise of new media production and Internet distribution and the challenges and opportunities they present.

The DGA remains committed to building upon this strong foundation to advance our headway on these and many other issues around the corner. A collaborative partnership between the IA and the DGA will continue to be vital to our members and our industry.

Together there is no limit to what we can accomplish. I look forward to working with you. Thank you.

*(Standing ovation).*

PRESIDENT LOEB: Thank you, Russ. And we look forward to continuing our work with you.

The next person who is going to come up is the recently elected President of the Directors Guild of

America, Thomas Schlamme. He's been on the Guild's National Board since 2005. He previously served as Third Vice President and, before that, as Fifth Vice President.

Mr. Schlamme was the 2017 BA/FLTTA Negotiations Committee Co-Chair, along with Michael Apted, and served in that same role in 2014. He was also a member of the negotiating committee in 2008.

He's been a member of the Western Directors Council since 2003, a member of the Creative Rights Community since 2001, and is also a founding member of the DGA Political Action Committee's Leadership Council.

Mr. Schlamme, who is known for his ground-breaking work in television dramas, has been a DGA member since 1978. He began his career directing cutting-edge music videos and concert films for Bette Midler in the 1980s. Moving from there to directing Whoopi Goldberg and Robert Klein comedy specials for HBO.

Shifting to episodic television, Mr. Schlamme produced and directed Tracy Ullman's critically acclaimed series "Tracy Takes On," for which he received an Emmy Award, after which he began directing numerous episodes of such hit television series as "Mad About You," "Friends," "Ally McBeal," "The Practice," "Chicago Hope," and "ER," for which he won an Emmy nomination for direction of his remarkable live episode.

His feature film directing credits include, "So I Married an Axe Murderer," starring Mike Myers, "You So Crazy," starring Martin Lawrence, and "Ms. Firecracker," starring Holly Hunter and Tim Robbins.

Hella Film credits include "Kingfish,", a story of Huey P. Long, starring John Goodman, and "Crazy From The Heart," starring Christine Lahti, both for TNT.

Mr. Schlamme's long lasting and productive collaboration with writer Aaron Sorkin led to his directing and executive producing three shows together: "West Wing," "Sports Night" and "Studio 60." He also directed and is credited with creating the look of such hit series as "Spin City," "The Larry Sanders Show," and "Parenthood," along with "Invasion," "Boston Public," "Mr. Sunshine," "Sports Night," "The West Wing," "Studio 60," "Jack and Bobby," "Murder in the First" – credits are still running –

*(Laughter)*

– "Pan Am" and "Manhattan." In addition to directing episodes of other TV dramas such as "The Americans" and the miniseries "When We Rise" for ABC, he continues to develop projects under his company, Shoe Money Productions. His latest project, "Snowfall," will premier on FX in 2017.

Mr. Schlamme has won three DGA Awards, having been nominated eight times, and has won nine Emmy Awards.

It is my great pleasure to introduce to you the new President of the Directors Guild of America, Mr. Thomas Schlamme.

*(Standing ovation)*

## THOMAS SCHLAMME
## President
## Directors Guild of America

Keep my glasses on to see how big this place is.

Thank you, Matt. I'm still getting used to being introduced as President. I'm sure there's a "West Wing" joke in there somewhere, so I'll have my brothers and sisters at the WGA figure that out. But I am really honored to be here today to be able to be introduced to the IA leadership and all of you members here today.

In full disclosure, a sentence we're not hearing too often right now in our own political world –

*(Laughter)*

– but in full disclosure, this is actually my first speech as President. It was less than a month ago that I was elected. I was elected with an incredible slate led by Vince Misiano as our national Vice President; Michael Apted as Secretary-Treasurer; Vice Presidents Betty Thomas, Lesli Linka Glatter, Jon Favreau, Ron Howard; and an incredible board led by esteemed directors Stephen Spielberg and Christopher Nolan, among many others.

So it also makes perfect sense for me to be here with you guys today, who I believe are the heartbeat of this industry, our closest collaborators on and off the set.

*(Applause)*

Our relationship with the IA is of particular importance to the DGA and our leadership. It's something that Jay Roth, our former National

Executive Director, and your leadership have been working on for more than two decades, to develop the bond between our organizations enabling our ties to grow and get stronger with each passing year. It is no accident that President Loeb was awarded the prestigious 2011 DGA Honors, which symbolizes that incredible tie.

It also makes perfect sense to me that the DGA and the IA should be such great partners. It stems from the work we get to do together on sets from coast to coast, and what glorious work that is. We get to tell stories. That's our job, telling stories, capturing hearts and minds, inspiring, informing, entertaining, and reminding people of this fragile yet powerful thing called the human condition.

It's pure alchemy to me, the magic created from this partnership, making the best film and television for every screen, big and small, beamed to billions of people. And at the very heart of it is this longstanding relationship between the director's team and the tremendously talented members of the IA.

When I think about this incredible work that we get to do together, it's heartening, especially when you consider where labor and unions are for many in America right now. It's something that we hear over and over again, that America doesn't manufacture anything anymore, something that's sadly true for many industries as I saw firsthand in my recent travels into the Rust Belt. But we are very blessed. It couldn't be further from the truth for us. We have the privilege of working together in a thriving, growing industry that exports our stories around the world. We're part of some of the strongest unions in the country, thanks to the service of so many and the giants of whose shoulders we stand on.

When I look around in this room full of skilled craftspeople devoting their service for the betterment of all, I'm reminded of something Noam Chomsky said in "1,001 Ideas That Change the Way We Think." On a side note, I'm pretty sure that the five most pretentious things to use in a speech, quoting Noam Chomsky I believe is No. 3.

*(Laughter)*

But nonetheless, he did say that labor unions are the driving force for democracy and progress.

*(Applause)*

I feel that each day I get to go to work and be part of a family that we create together. We don't do this alone. It's a shared experience where we give and take from the best of each other. I can't tell you how many times I've been complimented on a shot that I've done or a moment in a show that I know came from a suggestion from the bus boy or the dolly grip or the prop master or the on-set dresser or the DP.

*(Applause)*

And like any good democracy, I take the credit.

*(Laughter)*

But I know in my heart where it came from.

Speaking of compliments and DPs, a shout out to one of my closest creative partners who I believe is here today, is John Lindley.

*(Applause)*

The reason for that is John and his crew and so many of the people that John works with and that I get to work with teach me every day on the set that we are only as good as the sum of our parts.

We also, in speaking of that, have an obligation to make sure that all of those parts are kept safe. I look forward to the continuing commitment of the DGA and the IA to do all that we can together to make sure that we all come home after a hard day of work safe and sound.

*(Applause)*

And as those before us have done, we also need to continue to fight every day to make sure our value is recognized and protected; that as the creators of this amazing, unique work, we are appropriately compensated with benefits and pension, safety nets that cushion us from the risks we take as creative workers.

We live in a particularly tough time right now. There's a lot of tension. It's a little bit of an understatement. I think people are incredibly divided. The world is divided. The moral fabric that we live under is being attacked all the time. But I must say I remain optimistic, optimistic about what we together are able to accomplish by bringing stories to life, diverse stories, stories that the world needs to hear, stories we can draw inspiration from, stories to reflect the world that can be, not just for the entertainment of audiences, but as medicine for the soul and our culture. The collective gifts of our members, their skills, craftsmanship and commitment to union service are

more important now than ever.

I look forward to our continued work together and to deepening the strong bonds that already exist between the DGA and the IA so we can tackle the obstacles that lie ahead. The times demand it, our members demand it. And I know that working together our future can be bright. Thank you so much.

*(Applause)*

PRESIDENT LOEB: Now our final guest from the DGA is Jay Roth, who has spoken at this convention in the past on numerous occasions.

Jay Roth is widely known as the longtime National Executive Director of the Directors Guild of America which protects and extends the economic and creative rights of its nearly 17,000 members working in the U.S. and abroad. Following his long-planned retirement in May 2017, he began a new role with the Guild as senior adviser.

Prior to joining the DGA in 1995, Mr. Roth was a union-side labor attorney. As managing partner of Taylor, Roth, Bush and Geffner, he represented unions, guilds and industry clients for many years. His clients included IATSE International and a number of IATSE Locals, as well as the motion picture industry plans for which he represented cases involving millions of dollars in residuals.

As DGA National Executive Director for 22 years, Mr. Roth addressed head on industry changes fueled by the digital age through eight successful rounds of negotiations. These included securing residuals for film and TV series distributed electronically in 2001, when the Web was still in its infancy, establishing jurisdiction over programs made for new media and doubling the home video residual rate for digital purchases in 2008, and the DGA's unprecedented gains in subscription video on-demand residuals earlier this year.

Together, with revitalized health and pension plans and many other gains for directors and their teams, members and industry were set on a course for future success. Membership grew 65 percent during Mr. Roth's tenure at the Guild. The DGA's infrastructure was modernized to address growing member needs.

Mr. Roth also promoted relationships with sister unions including us, SAG-AFTRA, UNI-MEI, and the AFL-CIO Department for Professional Employees, and coordination on issues affecting the industry at large. In recognition of his work in helping to create and promote cultured exchange through the Franco-American Cultural Fund, for which he was a founding Board Member, President Sarkozy of France named Roth a recipient of the French Legion of Honor in 2009.

Mr. Roth has served as the Chairman of the DGA Producer Pension and Health Plan and, for nearly 20 years, is Co-Chair of its Finance Committee which, jointly with the Alliance of Motion Picture and Television Producers and other industry producers, administers a $3.5 billion pension and health fund for DGA members and their families.

Mr. Roth has worked closely with the Motion Picture and Television Fund, for which he is a Treasurer, and has served as a Board Member for over 20 years. He's also a member of the Academy of Motion Picture Arts and Sciences.

In February 2017, Mr. Roth was the recipient of the DGA President's Award for his leadership and extraordinary efforts in enhancing the welfare and image of the Guild and of the industry. In 2008, the DGA recognized him with the DGA Honorary Life Member Award.

Brothers and Sisters, it's my pleasure to introduce to you Jay Roth.

## JAY ROTH
### Retired National Executive Director
### Directors Guild of America

It's a great honor to be here today at this great convention, particularly with my good friend, President Matt Loeb.

Matt, thank you for your kind words, for your friendship, for your loyalty over these many years. Thank you.

*(Applause)*

I retired as the Executive Director of the DGA less than 90 days ago. While I served the DGA as Executive Director for 22 years, my journey in the entertainment industry started long before, in fact, 40 years ago with the IATSE. This is my third IA Convention speech, and it will be much shorter than the previous two.

It is my great honor to be here and address you and reaffirm our tradition of solidarity. Our solidarity has not been one that we just talk about in speeches, but it is put into action in our members' lives. Whether in D.C. on legislative matters, locally on film incentives, sharing research and thinking about collective bargaining, or dealing with the regular crises that arise

in our industry, in production, the IATSE and DGA are regularly – and I mean regularly – communicating and working together.

Today you have heard from International President Matt Loeb; my successor, the new Executive Director of the DGA, Russ Hollander; and DGA President Tommy Schlamme. Hearing their words and knowing all of their commitment gives us all great confidence about our future together.

Before I was with the DGA, I was a union labor lawyer. I had the good fortune to be hired by Local 659, now Local 600, the Photographers Guild, and Local 776, now Local 700, the Editors Guild. I represented other Locals, the industry plans, as Matt indicated, and eventually the International on the West Coast, long, long before I came to the DGA.

In the 1980s, I saw common cause in issues that came up in production for both unions. The same was true in the fight for residuals. We saw producers who didn't want to pay and who, by the score, filed for bankruptcy after enriching themselves at our expense.

The question of solidarity and joint action was not an abstraction, and it's not today. Working together, whether in court, in the legislature, or on the set, meant hundreds of millions dollars to members and their pension plans.

When I came to the DGA in 1995, I knew these lessons had to be put into practice by strengthening the bonds between these two great unions. This approach was encouraged and welcomed by the IATSE leadership.

We all well know there are many challenges ahead for union workers in this country and in the entertainment sector. In an environment with increasingly aggressive employers and an unfriendly federal government, we have, at the same time, confronted tremendous change in the last decades. The entrance and growth of Internet and Silicon Valley monopolies into production and distribution is the latest of these. And while it has not been easy or without hard work, our unions have continued to adapt and grow.

We have learned through struggle and experience to not fear the future, but to better understand it and prepare for it. We have learned to rely on our skills, our collective strength, and have succeeded where others have failed. We have gone from a world of studios owned by moguls, to international media conglomerates, to an industry that is increasingly Telecom and Silicon Valley dominated. The players change, but somehow the words remain the same.

Rupert Murdoch said two decades ago, when asked about paying residuals to workers or pension plans, "Well, I don't play an auto worker each time I get in and out of my car."

Well, Mr. Murdoch, you're still paying residuals and so are your companies, 20 years later.

*(Applause)*

Well, this year, it is the Silicon Valley monopolies – Netflix, Amazon, Google – who are saying similar words. With their hundreds of millions of subscribers and viewers, they have pioneered means of distribution that have laid waste to DVD and home video and have sought a very different model for paying those who made the content.

This time it's called creating a flat world, which favors their pockets and allegedly consumers, without regard to those who created the content they so desire to sell. This flat world they seek is one where we are paid just once and they have the right to exploit what we have made forever and ever without another payment.

We have just begun the fight to level the playing field between the traditional companies and these new flat-world entrants. We have made progress and we will make more. Our future depends on it.

As I said at the convention in 2009, we look challenge right in the eye. We can be confident that our two great organizations will continue to work together, whenever we can, on the challenges that lie ahead.

The experience of my 45 years in the labor movement makes me confident that the IATSE and the DGA will be prepared for change and be open to experiment without compromising what we stand for. There is little doubt that our unity will enable us to weather and succeed in the trials that have yet to come.

It has been my great honor to have served the DGA and the IATSE for many years and to be able to call you my friends.

To the great future of our great unions, I applaud us all. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: I have to say that there hasn't been anyone as generous with his time, with his friendship, with his knowledge of the industry, to share that with me to help this organization; an entire

career spent working for working people and working people in the entertainment industry and has done so much for IATSE members and me both personally and professionally.

And so what I would like to do – and it's the first time this has been done, as far as we can tell; we read all the way back – is award you lifetime membership in the IATSE.

*(Cheers and applause)*

So now we're your brothers and sisters, not just your friends. Jay, thank you so much for all you've done.

*(Applause)*

We will now proceed to the report of the President's Report Committee. Vice Presidents Craig Carlson and Damian Petti will give the report.

## REPORT OF THE PRESIDENT'S REPORT COMMITTEE

COMMITTEE CO-CHAIRPERSON CARLSON: Good afternoon. The following represents the report of the President's Report Committee. The committee consisted of 72 delegates, with 67 in attendance. It convened on Tuesday, July 18th, 2017, at 7:00 p.m. in Regency Ballroom 1 at the Diplomat Hotel in Hollywood, Florida. The committee was chaired by Co-Chairpersons, Vice Presidents Craig Carlson and Damian Petti. International Trustee Carlos Cota served as Committee Secretary, and Ron Garcia of Special Department California Branch as Sergeant-at-Arms.

First and foremost, the committee advises all delegates to read the entire President's Report. The scope, scale, and sheer number of topics reported by President Loeb are too expansive to address here. The full report provides delegates with a comprehensive overview of the activities of the IA during the past four years and should be read in its entirety.

The committee did not have discussion on those portions of the President's Report that have been referred to other committees, including Convention, Transportation and Per Diem which has been referred to the Audit and Finance Committee. The committee did not concentrate on the sections of the President's Report discussing IA communications, including the *Official Bulletin* and website, the IA Women's Committee, and the IA Young Workers Committee, since they were referred to the Special Committee.

The committee identified several notable initiatives during President Loeb's last four-year term which will cause the Alliance's membership to be more engaged and better served. He established a new department, the Political and Legislative Department. The Political and Legislative Department has ensured that the voice of IA members is heard in the political process. It assists local unions with campaign development and educates our members about electoral candidates and legislative topics. By advocating for the IA through outreach to our allies, it has raised the political profile of the Alliance.

The committee also recognizes the continued growth of the IA Political Action Committee and the lasting impact that the PAC's assets have made on the political process. The committee took note of the remarkable expansion of IA political participation in Canada, as detailed in President Loeb's reports. The political engagement of our Canadian members, local unions, International representatives, and officers has reached new heights.

The committee commends President Loeb for amplifying the political activism of the International and for continuing to encourage political participation by IA members in local unions.

The committee acknowledges the ongoing focus on continuous training and safety within the IA, including the groundbreaking expansion of the IA Entertainment and Exhibition Industry's Training Trust. The Education and Training Department has implemented some of the finest training programs available to union members in the U.S. and Canada. Particularly notable are the Education Department's Officer Institute and 2.0 programs which have reached hundreds of local union leaders and allowed them to impart their skills upon more than 90 percent of the IA's membership.

The committee notes the continuing rise of the Labor Education and Assistance Program and other programs for Local officers and members. The committee also recognizes the landmark growth of the Training Trust Fund. More and more employers across the U.S. and Canada now contribute to the fund and it has developed countless programs to assure the safety and skills of IA members.

Under President Loeb, education, training, and safety have risen to new levels. The committee also notes the creation of the IA Safety Hotline as an additional example of President Loeb's commitment to defending the health and safety of IA members.

Training and education have had a profound impact

on our union, and the committee commends President Loeb's commitment to ensuring that IA members are the safest, most well-trained workers in all of our various crafts.

In an effort to recognize every voice within the IA and activate more members to participate in many undertakings that will fulfill the IA goals and vision, President Loeb formed the first-ever IA Women's Committee in 2015. This was a landmark moment in the history of the International Alliance. The Women's Committee has quickly turned into an enthusiastic and vibrant group, which has tremendously strengthened the network of IA women throughout the United States and Canada. The Women's Committee will bring more and more members together into its coalition in the future.

COMMITTEE CO-CHAIRPERSON PETTI: Concerning the Stagecraft Department, the committee observes that several major contracts and organizing drives were successfully concluded during the four years since the last convention. The IA won significant battles against non-union labor contractors, including one notable victory in Atlanta.

The committee notes that the focus on Stagecraft organizing under President Loeb's leadership, including the IATSE's historic victory in a newly chartered local union in Oregon.

In addition, the International successfully relocated the Pink Contract and assisted dozens of Locals with their efforts to convert outdated rate cards to legally binding collective bargaining agreements.

In the Television and Motion Picture Department, the committee recognizes new organizing efforts and collective bargaining agreements that were successfully renegotiated, covering thousands of IATSE members, including the IA Basic Agreement, the Videotape Supplemental Basic Agreement, and the Area Standards Agreement.

Members have completed thousands of work hours on productions made for traditional and new media. The IA's innovative approach to new media has kept pace with unprecedented growth in that area during the last four years.

Due to the leadership of President Loeb and efforts of the entire bargaining committee, our major television and motion picture agreements have provided stability for our members. The Motion Picture Industry Pension and Health Plans and the National Benefit Funds have received millions of dollars during the current terms of these contracts, to provide some of the best benefits available to working people.

The committee recommends that the delegates carefully examine these aspects of the President's Report to appreciate the members that were addressed in bargaining under the resolute leadership of our lead negotiator, President Loeb. In addition, the Television and Motion Picture Department arrived at new contracts with the Low Budget Theatrical Agreement.

In a segment of the motion picture industry that was once largely non-union, the International has secured respectable working conditions thanks to President Loeb's constant commitment to new organizing.

With respect to the Canadian Affairs Department, the committee notes many dynamic activities over the last four years. There have been an exceptional number of successful organizing drives. Of particular note were the efforts of the IATSE and its Canadian stage Locals and the expanding reach of the IATSE in film and television industry, particularly in northern Ontario and the Province of Quebec.

Canadian brothers and sisters have intensified their organizing efforts and overcome countless legal and social hurdles. In addition, the Canadian Affairs Department has substantially elevated the activism of IATSE members within their communities. Our participation in regional and national charitable works have spread the goodwill of the Alliance across the country and have had a resounding impact.

President Loeb oversaw the restructuring of the Canadian Pink contract, which has now been through three renegotiation cycles. Under his guidance, the Canadian Department now ensures that every Canadian touring production is visited by an International representative.

The committee also notes that during President Loeb's term, IATSE Canadian benefit plans continue to grow. The IATSE Canadian Health Plan now covers 26,000 members and their dependents, and the Canadian Entertainment Industry Retirement Plan has grown to include over 20,000 participating members.

The committee notes that the Broadcast Department under President Loeb's leadership has continued to expand. Significant broadcast contracts were renegotiated, and new organizing has brought

union representation to broadcast technicians in Indiana and Wisconsin, among other locations. The Broadcast Department has standardized and protected the IATSE's contractual conditions, which are some of the best in the industry.

With regard to the Tradeshow and Display Work Department, the committee observes that we have grown to meet expanding and changing tradeshow industry in North America. Under President Loeb's leadership, the Tradeshow Department has organized in new jurisdictions and effectively expanded the reach of the International contracts covering exhibition and audiovisual work. These contracts have strengthened the IA's presence in the field and secured safe and productive work environments for IA members. Also notable is the Tradeshow Department's commitment to addressing worker training needs and building on the skills of our members.

In conclusion, the committee unanimously accepts the report of President Loeb. The report in its entirety details of the diligent efforts of President Loeb on behalf of the membership of the Alliance.

The committee strongly urges the delegates to adopt the President's Report in full; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE PATRICK DUFFY, Local B27: Patrick Duffy, Local B27. I second the motion.

PRESIDENT LOEB: Thank you.

It's been moved and seconded to adopt the President's Report. Is there anything under discussion?

Microphone No. 1.

UNIDENTIFIED DELEGATE: Mr. President, I just want to thank you – as a Massachusetts political activist where politics is a blood sport – for starting a Department of Political Legislative Affairs. It has been exceedingly effective and helpful to be Walter Cahill and Erik Dinkel-Smith and you help us get out the vote, register voters, and try to turn our situation around in organized labor. Thank you very much, President Loeb.

PRESIDENT LOEB: You're welcome. Thank you.

*(Applause)*

Is there any other discussion?

There being none, those in favor of adopting the President's Report, say aye. Those opposed, say no.

President's Report is adopted.

*(Applause)*

That was John Gates, Local 481. Right?

We will now hear the Report of the Audit and Finance Committee, which will be given by Vice Presidents Barnes and Miller.

## REPORT OF THE AUDIT AND FINANCE COMMITTEE

COMMITTEE CO-CHAIRPERSON MILLER: Good afternoon. Thank you, President Loeb.

The committee on Audit and Finance convened at 7:00 p.m. on July 18th, 2017, in Diplomat Ballroom 3 at the Diplomat Resort, Hollywood, Florida, to take up the business which had been referred to it. The committee consists of 74 delegates, of whom 69 were in attendance.

The committee's agenda consisted of the Report of the General Secretary-Treasurer, the Report of the Board of Trustees, a proposed convention transportation and per diem increase, proposed per capita tax increases, and proposed increases in salary and per diem for officers and staff.

The committee Co-Chairpersons were International Vice Presidents Michael Barnes and Michael F. Miller, Jr. and Chandra Miller of Local 478 served as the Secretary of the committee. Also present were General Secretary-Treasurer James B. Wood, International Trustees Patricia Day White, Carlos Cota, and Andrew C. Oyaas, as well as Auditor James Heinzman of Schultheis & Panettieri, LLP.

The committee initially took up the Report of the Board of Trustees as submitted by Trustees White, Cota, and Oyaas. The Report of the Trustees was unanimously approved by the committee, and I now move the delegates to concur with the committee in recommendations.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE KIMBERLY A. HOLDRIDGE, Local 631: Kimberly Holdridge, IATSE Local 631, Orlando, Florida. I second that motion.

PRESIDENT LOEB: Thank you.

Is there anything under discussion?

You've heard the recommendation of the committee. All those in favor, say aye.

Those opposed, say no.

The recommendation's adopted.

COMMITTEE CO-CHAIRPERSON MILLER: The committee then considered the Report of the General Secretary-Treasurer as prepared by General Secretary-Treasurer Wood and his staff. The committee reviewed and discussed the report in its entirety. It commends General Secretary-Treasurer Wood and his team for the diligence of protecting the assets of the Alliance and for the consistent, professional manner in which they've dealt with the increasing complex finances of the Alliance over the last four years, including the multi-faceted purchases of real estate in New York and California.

The committee unanimously recommends the delegates adopt the report of the General Secretary-Treasurer in its entirety; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE CHRISTOPHER O'SHEA, Local 8: Mr. President, Christopher O'Shea, Local No. 8, Philadelphia. I second the motion.

PRESIDENT LOEB: Thank you.

The motion's been moved and seconded. Is there anything under discussion?

There being none, those in favor of the committee recommendation say aye. Opposed, say no.

The recommendation is passed.

COMMITTEE CO-CHAIRPERSON MILLER: The matter of delegate compensation, specifically convention transportation and per diem, was referred to the Audit and Finance Committee from the President's Report, see page 6 of the President's Report.

The committee agrees with the recommendation of the International President that the per diem allowance for delegates be increased to $275 per day for ten days for this convention only. The committee further agrees that the current daily amount as set forth in Article Four, Section 9, of the Constitution and Bylaws be increased from $150 per day, for a maximum of ten days, to $200 per day, for a maximum of ten days.

The committee, therefore, recommends concurrence in the recommendations of the International President in this regard; and I so move, Mr. President.

PRESIDENT LOEB: Microphone No. 7.

DELEGATE AMANDA BRONSWYK, Local 891: Amanda Bronswyk, Local 891, Vancouver. I second that motion.

PRESIDENT LOEB: Anything under discussion?

All those in favor of the committee recommendation, say aye.

Opposed, say no.

Recommendation's adopt.

COMMITTEE CO-CHAIRPERSON MILLER: The committee then took up the following items referred by the Constitution Committee from the booklet of proposed Constitutional amendments which addresses increases in staff salaries, as well as per diem allowances when traveling on assignment, and increases to per capita tax of Class A local unions and for direct members of the International, members at-large, Radio and Television, Associated Crafts and Technicians. Numbered 6.

Article Seven, Section 1, International President, Salaries and Allowances.

Article Eight, Section 2, International Vice Presidents, Salary and Allowances.

Article Nine, Section 10, General Secretary-Treasurer, Salary and Allowances.

Article Ten, Section 2, International Trustees.

Article Twelve, Section 1B, Assistants to the President, and Section 2B, International Representatives.

In Item 6, it is proposed that the salaries of International officers, representatives, and staff be increased by 3 percent on January 1st, 2018 and annually on January 1st thereafter, through and including January 1st, 2021.

The committee agrees that the proposed increase to officer and staff salaries is fair and reasonable within the acceptable range given the skill, knowledge, expertise, and time commitment of these officers, appointed representatives, and staff.

Additionally, the committee discussed and

recommends raising the per diem of all International officers and staff to the daily rate received by the International President and General Secretary-Treasurer when traveling on official business.

It is noted that the International has grown significantly over the last four years, increasing membership by 17 percent. Over that period the International has assisted Locals with organizing and collective bargaining. In addition, education and training provided to Locals and members have significantly expanded since the last convention. There are training sessions several times each year for Local officers. Moreover, the International continues its Labor Education Assistant Program funding, as well as education sessions at the General Executive Board and district meetings.

It is further noted that the steadily increasing costs associated with travel justify parity of the per diem for all officers and staff in the International. As with salaries, it is proposed that the per diem of officers and staff be increased by 3 percent on January 1st, 2018, and annually on January 1st thereafter, through and including January 2021.

Accordingly, with respect to International elected officers and appointed representatives and staff, the committee strongly recommends that the delegates approve the recommendations in Item 6; and I so move, Mr. President.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE ROSE ETTA VENETUCCI, Local 28: Mr. President, Rose Etta Venetucci, Local 28. I second this motion.

PRESIDENT LOEB: Thank you.

On the question?

There being no discussion, those in favor of the recommendation, say aye.

Those opposed, no.

The motion is adopted.

COMMITTEE CO-CHAIRPERSON MILLER: Number 9.

Article Fourteen, Section 1, Per Capita Tax.

Article Nineteen, Section 12, Financial Obligations.

Article Nineteen, Section 24A, Members at Large.

Rules and regulations of the affiliated departments of the IATSE, Radio and Television Department, Associated Crafts and Technicians ACT Department.

In Item 9 of the proposed constitutional amendments, an annual increase of $1 per quarter to the per capita paid by Class A Locals as well as for direct members of the International, members at-large, Radio and Television, Associated Crafts and Technicians, is recommended for the years January 1st, 2018, through and including January 1st, 2020.

The current per capita tax for Class A Locals is $54 per quarter. The per capita tax shall increase to $55 per quarter on January 1st, 2018; $56 per quarter effective January 1st, 2019; $57 per quarter effective January 1st, 2020; and $58 per quarter effective January 1st, 2021.

The per capita tax increase shall apply in the same manner for members-at-large Radio and Television and Associated Crafts and Technicians. It is noted that the same reasons that justify the proposal in Item 6 also support the increase of per capita tax of Class A local unions and direct members of the International.

Since the 2013 Convention in Boston, the International has embarked upon a systemic approach to grow and strengthen local unions.

President Loeb has stated repeatedly that representing and servicing the membership with well-trained, knowledgeable officers and negotiating strong contracts with working conditions, wages, and benefits will be the hallmark of the International.

These attributes are on display and the International endeavors to make them even stronger. Steady growth in the International is a direct result of support provided to the local unions through collective bargaining, education, skills, and safety training; thus, modest increases to the per capita will ensure the International continues to grow through service and thus become even stronger.

The committee notes there is no proposed increase to the per capita tax of special department, local unions, in recognition of the lower wage rates and employment patterns of these Locals. Nor is there an increase to the per capita tax on retired members.

The committee strongly recommends support of these proposed changes; and I so move, Mr. President.

PRESIDENT LOEB: Microphone 6.

DELEGATE ROBERT IANNACCONE, Local

705: Iannaccone, Local 705. I second the motion and move to accept.

PRESIDENT LOEB: Thank you.

Under discussion?

You've heard the committee's recommendation. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

COMMITTEE CO-CHAIRPERSON MILLER: This concludes the report of the Audit and Finance Committee as to all matters referred to it.

I move the committee be dismissed with a vote of sincere appreciation to all the delegates on this committee for the seriousness with which they undertook their assignment, and to General Secretary-Treasurer Wood, the Trustees, and Auditor James Heinzman.

PRESIDENT LOEB: Thank you very much. Thank you to the committee for their work.

*(Applause)*

## REPORT OF THE GENERAL EXECUTIVE BOARD MEETINGS (Resumed) Book 1

PRESIDENT LOEB: We'll now resume with the review of the Report of the General Executive Board Meetings. Book 1, we're on page 101, at the Red Bull Stadium.

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Red Bull Stadium" (Gavel)

### RED BULL STADIUM:

Broadcast Department Director Sandra England, International Representative John Culleeny and General Counsel Samantha Dulaney appeared before the Board to report on an organizing effort of a crew at Red Bull Stadium, located in Harrison, New Jersey.

On Memorial Day 2014 a match was held at Red Bull Stadium between the soccer teams of Jamaica and Serbia. Members of New York Broadcast Local 100 were contacted to work the event by a signatory employer and were subsequently cancelled from the event because the producing company did not want to pay holiday pay under the agreement. The crew was then re-booked by an out-of-town crewing contractor to work non-union. Representative Culleeny and Local 100 Business Agent Greg Calvin visited the jobsite. The crew exercised their rights under the National Labor Relations Act and lawfully struck for recognition by the Employer. The entire crew was united and as a result the Company and the International negotiated a mutually acceptable agreement.

"RIPD/NBC-Universal Arbitration"

### RIPD/NBC – UNIVERSAL ARBITRATION:

International Vice President Michael F. Miller, Jr. and Brother Chris O'Donnell, Business Agent of Local 481, reported on the outcome of the arbitration between IATSE and NBC/Universal over the grievance filed on the production RIPD. This case involved the producer's assignment of covered work to a production assistant (PA), a non-bargaining unit employee. The project was covered under the Area Standards Agreement (ASA).

The arbitrator ruled that the work defines whether this person is performing covered work, not the job title assigned by the producer. 'Set Decorator Coordinator' was the job title given to the PA performing the job, but the tasks were those traditionally covered by the ASA. The arbitrator ruled that this was indeed covered work. NBC/Universal has refused to implement the award contending the person was properly paid, so no back wages were due, but the employee was paid at PA's wages not ASA wages. An additional three days of hearings are scheduled to clarify the remedy.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE CHRIS O'DONNELL, Local 481: Mr. President, Chris O'Donnell, Studio Mechanics, New England Local 481. It took three-and-a-half years and ten days of hearings at which both you, President Loeb, and Vice President Miller testified, to win that arbitration. We won that arbitration not just because we were right; we won it because of the tremendous support of you in the International towards that effort.

On behalf of Local 481 and all the department coordinators that are now being covered under the Industry Standard Agreement, I want to thank you, the entire Motion Picture Department, and all the

Locals that contributed to winning that arbitration. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

I wish I could take credit for it. I did testify. Flew there to Boston, and they asked me one question. One question.

I'm sorry. Microphone No. 6.

DELEGATE CHAIM KANTOR, Local 600: Mr. President, Chaim Kantor, Local 600. I'd just like to know the importance of that dispute and the proper resolution for all the Locals because had Universal gotten away with retitling work that is properly ours, to get it out of our collective bargaining agreements, it would have impacted all of our local unions.

PRESIDENT LOEB: Absolutely right. Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Schism Arbitration" (Gavel)

**SCHISM ARBITRATATION:**

West Coast Counsel James G. Varga gave a report to the General Executive Board on the status of a grievance matter on a project called "Schism." This production has recently been released under the title "Fractured." On February 9, 2014, Arbitrator Michael D. Rappaport rendered his award sustaining the grievance filed by the IATSE and Studio Mechanics Local 478. The Award requires the Producer to pay benefit contributions for all employees on the IATSE crew working during pre-production, to pay the crew that worked on the Martin Luther King, Jr. holiday in January, 2012, and to make whole an employee found to have been terminated without just cause and in violation of her Section 7 rights under the NLRA. Since the Award was issued, however, the recalcitrant Producer, 4 Pix, LLC and its principal member Ray Markovich, along with Seven Arts Entertainment principal Peter J. Hoffman, the "financier" and representative of 4 Pix, have taken great pains to avoid fulfilling their obligations under the collective bargaining agreement and the Arbitrator's Award. The IATSE has authorized filing a petition to enforce the Award.

"Temporary Foreign Worker Program, TFWP" (Gavel)

**TEMPORARY FOREIGN WORKER PROGRAM (TFWP):**

International Vice President John Lewis, International Representative Julia Neville and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board on the status of the Canadian Temporary Foreign Worker Program.

The Temporary Foreign Worker Program is an immigration program under which employers bring foreign workers into Canada. In the past year there has been extensive media coverage of abuses by employers who used the TFWP to displace Canadian workers to lower labour costs. Large banks, fast food and mining industries have used it to pay less than minimum wages to low-skill, low-wage immigrant workers. The Canadian labour movement has been at the forefront of taking the Conservative government to task on these issues.

The film and television industry in Canada has used the TFWP for decades and while it is not a perfect fit it has worked well enough. Virtually all key creative and technical employees are brought in under this program, including U.S. IATSE members working on productions in Canada. Over the years issues arose such as how much to involve unions in the immigration permit process, but generally, the Canadian IATSE Locals have relied on their collective agreements to address permit issues for non-Canadian employees.

On June 20, 2014, the federal government, in response to increasing scrutiny by the media, announced a number of changes to the TFWP aimed at addressing the rampant abuses by employers in low-wage, low-skill sectors. The changes were enacted immediately and unfortunately, the film and television industry has been affected, despite no history of abuse and despite involving highly-skilled, highly-paid workers.

Some issues arising include:

1. A job classification is now deemed "low-wage" or "high-wage" based upon its median provincial rate. This has resulted in actors and some IATSE classifications being deemed "low-wage" regardless of the wage paid, resulting in delays and rejections for permit applications.

2. Service Canada staff was unprepared for the changes, also causing delays in permit processing. A number of U.S.-based productions have been disrupted, with key talent and creative personnel not always able to enter Canada when required.

3. The permit application fee increased to $1,000, from $275, a significant increase.

4. The employer is now required to outline a plan to transition temporary workers to permanent resident status, so it will not require non-Canadian employees in the future. This has no relevance for our industry, where the work is truly temporary and short-term, and non-Canadian employees leave Canada when their work on a project is completed.

5. There are caps on the cumulative amount of time a worker may be employed in Canada under this program, causing potential long-term problems for series with recurring cast and crew.

The Canadian Office is working with the Locals, the MPAA, the CMPA, immigration lawyers and other labour unions and guilds to develop solutions to these problems, and have participated in several meetings with senior officials in the federal government. An industry proposal for a model that is a better fit for the film and television industry is expected soon.

This model includes two "streams"; one program for union productions with a union letter of concurrence, and another for employers without a union letter of concurrence. As noted earlier, the IATSE Locals rely on their collective agreements rather than Canada Immigration to facilitate non-Canadian workers coming into their jurisdiction. Given the high-profile abuses in other industries the government wants protection from potential fraud in their immigration programs. In exchange for providing the security of union endorsement for a foreign worker, the unionized film and television sector is getting a faster and cheaper process. This has been made possible largely by the immediate and dire crisis at hand, combined with insistence by the government that labour be a part of the solution.

Changes to the TFWP have had little impact on the live performance industry. In terms of tours for the music industry, any touring group coming in for less than two weeks would not require a Labour Market Impact Assessment (LMIA) or work permit. If entering for longer than two weeks, an LMIA and work permit is required - even under the International Mobility Program designation. The program remains unchanged for entourages of 15 or more foreign entertainers entering Canada, even for durations of longer than two weeks – they still would not require a LMIA or work permit. The Canadian Office has been in regular contact with Canadian Federation of Musicians and with Canadian Actors' Equity Association and will continue to work collaboratively to address any fall-out or unintended consequences.

President Loeb thanked the Canadian Office for its efforts on this issue. He noted that IATSE's leading role in resolving problems associated with the TFWP is the result of the IATSE's increased emphasize on activism.

"Metropolitan Opera"

**METROPOLITAN OPERA :**

International Vice President Anthony DePaulo, International Trustee Patricia White, Local One President James J. Claffey, Jr., Local 798 Theatrical Business Manager Daniel Dashman, Local USA829 Associate Business Representative Michael Smith and In-House Counsel Samantha Dulaney gave an update on the negotiations with New York's Metropolitan Opera.

The contracts of seven (7) IA local unions, Locals One, 751, 764, 794, 798, USA829, and Exhibition Employees Local 829, along with the contracts of eight (8) other unions expired at Midnight, July 31, 2014. The largest Locals at the Met are IATSE Local One, the American Guild of Musical Artists (AGMA), representing the choristers and singers, and American Federation of Musicians Local 802 representing the orchestra musicians.

As the contract expiration deadline approached, the Met Opera, AGMA and Local 802 sought the assistance of a federal mediator. In addition, that mediator brought in an independent financial auditor to review the Met's books and records and to assist in the contract negotiations with AGMA and Local 802. The Met agreed to extend the deadline for a lockout until the independent audit was completed. At the time of this report, that extension remains in place.

By way of background, it was noted that in February of this year, the Met General Manager Peter Gelb threatened all the unions with a lockout on August 1, if they were not willing to give 16-17% concessions in wages and benefits. He also stated that without these cuts the Met would go bankrupt in a few years.

In March, President Loeb convened a meeting at the General Office with the IA Locals representing the workers at the Met to discuss the upcoming contract negotiations. Also in attendance were the Locals' respective legal counsel and IA accountant James Heinzman who had prepared a financial analysis of the Met.

At the meeting, a decision was made to have a coordinated public relations campaign for the IA Locals at the Met, the purposes of which were threefold: 1) to

inform the public about what our members do, 2) attack the premise that the workers' compensation was the only solution to the problem, and 3) to come across in the media as "rational" in a situation that was playing out as an operatic drama. President Loeb engaged PRWRK and Tricom Associates to assist and develop the campaign.

After that first meeting in March, the International rolled out its "Save the Met" catchphrase. The campaign has grown since then and now consists of:

- "Save the Met" buttons worn by members and workers throughout New York, as well as by sister unions in Europe, including BECTU (UK) and VERDI (Germany)
- "United" T-shirts worn by all the union-represented workers at the Met
- "Save the Met" Facebook and Twitter pages
- Savethemetopera.com website
- "Save the Met" petition
- Banner campaign of HD Screening of Met Productions shown at theatres in:

– NYC – Locals One, 764, USA829, 751
– Chicago, Local 2
– Philadelphia, Local 8
– Seattle, Local 15
– San Francisco, Local 16
– Portland, OR, Local 28
– Los Angeles, Local 33
– San Diego, Local 122
– Reno, Local 363
– Miami, Ft. Lauderdale, Local 500

- Google ads
- Traditional media:

– NY Times
– Wall Street Journal
– Huffington Post
– Crains New York Business
– NPR
– WNYC/WQXR Radio in NY
– CBS News
– NY Local ABC, NBC, CBS AND FOX affiliates
– NY 1
– Latin Post
– Associated Press
– AFP (French Press)
– Reuters
– BBC Radio
– Union Edge Radio Program

In addition, President Loeb wrote an impassioned letter to the entire Board of Directors at the Met, which was quoted favorably in the press.

At the time of this report, the IA Locals were waiting to learn when they would be scheduled to resume negotiations. It is hoped that agreements will be reached and a lockout of workers can be avoided.

President Loeb remarked that this is far from over but that the International is optimistic that negotiations will conclude with agreements between the Met and all the unions and a lockout of workers avoided. He thanked Stagecraft Department Assistant Director Joseph Hartnett, Communications Director Emily Tao and Communications Coordinator Molly Katchpole for their tireless efforts in getting out the IA's message. He also complimented the leadership of the IA Locals who have demonstrated the courage to stand together. President Loeb also expressed his appreciation to all of the Locals across the country (and the world) who have stood in lockstep with the IA during this bitter campaign.

PRESIDENT LOEB: Microphone No. 2.

INTERNATIONAL VICE PRESIDENT CLAFFEY: President Loeb, International Vice President James J. Claffey, Jr. One, if I could ask the record to be adjusted to note that my good friend, television Business Manager, Ed McMahon, was not part of this report and I was there in his stead.

PRESIDENT LOEB: Duly noted for the record.

INTERNATIONAL VICE PRESIDENT CLAFFEY: Thank you, sir. I didn't want this to go without some sort of mention. Those that do not know the situation with the Met Opera, this is the Save the Met Campaign as coined by the International President himself. And I want to offer my thanks. As stated in the record, Local One, 751, 764, 794, 798, USA829, Exhibition Local 829 all have contracts at the Metropolitan Opera House.

The fact that most do not know the Metropolitan Opera has the largest operating budget of any performing arts center on the planet. And this place struggles. Particular point for Local One itself. There are more stagehands working at the Met Opera than all of Broadway combined. Pretty much the life's blood of our Local. And you can imagine the effect for the other Locals.

But I think that, as the record reflects, to suggest that we have never come together before as we did – and if we did not, we would be in a much worse place

than we are even now and, obviously, the credit goes to our leader and the champion of the IA International, President Matt Loeb.

He brought us together early on. We had to come up with a game plan because we had to be unified. As far as the word that I keep hearing this week – and we hear it as a generalization for unions – solidarity. We had never seen that before, and we sure as heck needed it at that time.

As you see in the record, the Met was looking for 16.7 reductions in wages for every Local affected in that Opera; and that's something that we could not accept.

The International President coordinated all the Locals, where our friends ordered the IA's accountant, Jim Heinzman, who's fabulous, and took them to task with the money. The leadership as well, for Stagecraft, Assistant Director Joe Hartnett and did a fabulous job. But it needs to be said this could have crippled our Local as well as the other Locals. Crippled us.

It should not go unnoticed. Without you, we're just not where we are. The struggle continues there. We're going to be going back to the table, all of us are going to be going back to the table. But we're much better off with the fact that we're together as one, a true one, and that's because of your leadership.

You have the appreciation of the Local One Business Managers, Kevin McGarty, Paul Dean, our Treasurer who coordinated with Mr. Heinzman and did a great job, Toby McDonough.

At least in this day and age, and especially in this occasion, the Met Opera was something. And Save the Met means we were going to save the Met, not the Met. Save them from themselves. You know what? That's what's necessary.

*(Applause)*

But credit is where credit is due, and that is you, Mr. Chairman. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

I do appreciate that, but all the Locals have to be commended for coming together the way they did for the common interest. When we stick together, we're going to be okay; and that's the way that it should be.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Warner Bros. Atlanta Agreement" (Gavel)

**WARNER BROS. ATLANTA AGREEMENT:**

International Vice President Michael F. Miller, Jr. and Assistant Department Director Daniel M. Mahoney appeared before the Board to report on the recently concluded initial collective bargaining agreement between the IATSE and Warner Bros. Studio Facilities Atlanta.

Warner Bros. Studio Facilities Atlanta is a recently opened facility that is engaged in the procurement, rental and maintenance of property equipment for Warner Bros. Productions and its various clients in the Entertainment Industry.

The Agreement recognizes the IATSE as the exclusive collective bargaining representative of the employees in the bargaining unit of warehouse workers and establishes the wages, hours, benefits and working conditions for all of the technical and property personal at the Atlanta facility. The term of the new Agreement is for three years with an effective date of June 1, 2014 through May 31, 2017. The Agreement provides for 10 hour rest periods and daily overtime after 8 hours, among other quality of life protections.

It was noted that with this agreement the IATSE will have people working on the inside who will be aware of productions coming into the area, and that this agreement will be useful as a template for other such facilities.

"William A. Doucette, Jr. versus IATSE" (Gavel)

**WILLIAM A. DOUCETTE, JR. vs. IATSE:**

West Coast Counsel James G. Varga reported on the status of litigation in the matter of William A. Doucette, Jr. vs. International Alliance of Theatrical Stage Employees. In 2012, Brother Doucette filed his complaint alleging discrimination and retaliation against him in the operation of the Local 33 hiring hall system. Brother Doucette named the IATSE along with his local union, IATSE Local 33 (Los Angeles, CA), and numerous other defendants. Without having served the IATSE with the Compliant, Brother Doucette filed a First Amended Complaint and served the IATSE in early February 2013. After a demurrer, the plaintiff filed his Second Amended Complaint in August 2013, this time naming both the International and International President

Matthew D. Loeb, among the numerous other defendants. In court the IATSE argued that the court lacked proper jurisdiction and that the plaintiff had failed to exhaust administrative remedies since he had not named the International nor President Loeb as a respondent in any of the claims he filed with federal and state agencies. More significantly, counsel pointed out to the Court that the local union was autonomous, and that the International was not responsible for operation of the local union's hiring hall system. On April 3, 2014, the Court dismissed the Second Amended Complaint as against the International and President Loeb with prejudice.

"Local No. 2, Chicago, IL, Re: PAC Efforts"

**LOCAL NO. 2, CHICAGO, IL**
**Re: PAC Efforts:**

International Vice President Craig Carlson reported to the Board on the efforts of Chicago Stage Local 2 to raise contribution levels to the IATSE-PAC. It was noted that the Local currently has 406 active members and 210 of the members are either one-time contributors or sustaining monthly contributors. Fifty-two percent of the Local's membership participates in PAC activities. Thus far, monthly contributions in the aggregate total $1,640 per month to the IATSE-PAC.

The message to the Local 2 membership is that political participation is critical because of the direct link to the creation and maintenance of jobs for the members. This is especially true for the publically owned venues serviced by the membership.

It was reported that a strategy for getting members engaged in the process is to task all Job Stewards, Department Heads and Local Officers to sign up new contributors. Accountability is created by required reporting of the success of each of these groups on a regular basis. Efforts are continually made to inform the members that they can make their contributions by credit/debit card authorization, online sign up, or one-time cash or check contributions.

The Local has worked hard to develop ongoing relationships with Illinois' members of the House of Representatives. The Local stays in the forefront by maintaining its strong relationship with Speaker of the State Legislature Michael Madigan, who also serves as head of the State Democratic Party.

PRESIDENT LOEB: Microphone 7.

DELEGATE KELLY KERINS, Local 2: Mr. President, Kelly Kerins, Stagehands, Local 2, Chicago.

Speaking for all Chicago Locals, I thank International Vice President Craig Carlson for his tireless efforts in building relationships with Illinois legislators who exhibit a genuine interest in working families. Especially for consideration is his close working relationship, friendship, and solidarity with House Speaker Michael Madigan. It is to the benefit of all Illinois Locals that Craig had the vision to make strong alliances with powerful voices in an era which ultimately experienced a governorship that exhibits the most deplorable anti-union agenda imaginable.

I would also like to note that not a general membership meeting adjourns without Business Manager Carlson explaining to the membership the importance of the PAC Fund.

Thank you, Craig, and thank you, President Loeb.

*(Applause)*

PRESIDENT LOEB: Thank you.

Vice President Carlson and Local 2 do among the finest job imaginable as far as collecting PAC funds, and that's about activism, and that's what we ought to be doing. So you have my thanks, too.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 8, Philadelphia, PA/Camden-Mercer County, NJ, Re: Bristol Riverside Theatre Organizing Drive" (Gavel)

**LOCAL NO. 8, PHILADELPHIA, PA/ CAMDEN-MERCER COUNTY, NJ**
**Re: Bristol Riverside Theatre Organizing Drive:**

International Vice President Michael Barnes appeared before the Board in his capacity as President of Philadelphia Stage Local 8 to report on the Local's success in organizing the stagehands employed at the Bristol Riverside Theatre (BRT). The BRT is a three hundred (300) seat regional theatre located in Bristol, PA. After the Local filed a representation petition and authorization cards with Region 4 of the National Labor Relations Board, the Local and the BRT agreed to a stipulated election agreement setting the election for November 25, 2013. The Local won the election and over the course of the next seven (7)

months, the parties proceeded to negotiate a mutually acceptable first collective bargaining agreement. Of particular note, the agreement includes wage increases including an annual percentage increase, overtime provisions, grievance and arbitration procedures and most importantly, health and welfare benefits. Because of the successful organizing of the BRT, Local 8 has experienced an increase in its membership and has credibility in the regional theatre community in Philadelphia.

President Loeb commended Vice President Barnes and the officers and members of Local 8 for their work on the BRT, as well as in organizing generally. He observed that the significance of this report cannot be overstated. Local 8 is extremely aggressive in its union building efforts which will strengthen the Local and its jurisdiction.

"Local No. 8, Philadelphia, PA/Camden-Mercer County, NJ, Re: PAC Efforts"

**LOCAL NO. 8, PHILADELPHIA, PA/ CAMDEN-MERCER COUNTY, NJ**
**Re: PAC Efforts:**

In his position as President of Local 8, Vice President Michael Barnes reported to the Board on the efforts of the Local to raise funds for the IATSE-PAC. Local 8 is making a push to increase the number of its members who are contributing to the IATSE-PAC. Prior to the Local's campaign, there were 123 one-time contributions and 59 regular monthly contributors. At the time of this report, the number increased to over 100 monthly contributors. Some of the fund raising methods being used by the Local include the following:

1. Competition between House Crews – When 100% of a house crew signs up for PAC contributions, that crew is invited to join officers of the Local at the local sports establishment.

2. Competition between Local 8 and other local unions - The Local has initiated dialog with other Locals to establish a competition to increase PAC fund contributions. When all details of the competition are finalized, Local 8 will announce this to its members to get them motivated.

3. Social Media – The Local is posting messages on Facebook and Twitter regarding anti-worker legislation. This is done in the context of increasing awareness of the need to participate in PAC activities.

4. An education seminar is presented which includes:

a. Information from the International's "Why Unions Still Matter"

b. The political structure in the United States, emphasizing the differences between federal, state and local offices.

c. The benefits of political action to Local 8, the International and the labor movement.

5. Structured Communications - Based on the direction of President Loeb during the last election cycle, a structure has been implemented and includes messaging on various issues including, but not limited to political messages. This has proved to be effective and encourages participation throughout the Local's membership, including on the job-sites.

6. Political Action Committee - The Local has created a Committee comprised of Regional Members, Venue Members, Legislative Director, Endorsement Director, Communications Director and Union City Director. Each of these positions are have specific responsibilities to assist in the Local's efforts to identify state and local issues as it continues to implement its 3-prong political agenda: 1) registering voters among the membership, 2) advocating the members on political issues, and 3) getting out the vote.

President Loeb thanked Vice President Barnes and commended Local 8 for the efforts it is making to educate its members and increase their participation in the IATSE-PAC and in the overall political process.

PRESIDENT LOEB: It should be mentioned that's another Local that does an incredible job and has made the PAC a major priority.

(Gavel)

"Local No. 11, Boston, MA, Re: Great Lakes and F&D 'Lego Store'" (Gavel)

**LOCAL NO. 11, BOSTON, MA**
**Re: Great Lakes and F&D "Lego Store":**

International Vice President John Lewis and Local 11 Business Agent Colleen Glynn appeared before the Board to report on recent developments in IATSE's relationship with Great Lakes Scenic.

Great Lakes Scenic is a props and set construction shop based in Southwest Ontario and is signatory to collective agreements with Locals 129 and 828. Great Lakes is the sister company to F&D Scenic based in Calgary, Alberta which is signatory with Local 212. Both companies build not only traditional theatrical sets and props, but also sets for zoos, museums,

condominium developers and retail stores like Lego. Great Lakes is continuing with the expansion of its non-theatrical installation work throughout North America. Vice President Lewis confirmed that he has commenced negotiations for an International Installation Agreement which would secure more of this work for IATSE members and establish working terms and conditions with local wage rates in a process similar to the Global Spectrum Agreement.

During the course of these negotiations, Vice President Lewis put Great Lakes in contact with the Business Agents from Kansas City Local 31 and Atlanta Local 927 and they were able to reach an agreement to perform work in their respective territorial jurisdictions with IA crews. More recently, Vice President Lewis put Great Lakes in contact with Boston Local 11 in order to secure work for IA members during the construction of the Lego Discovery Center at Assembly Row in Somerville, Massachusetts.

"Local No. 63, Winnipeg, MB, Re: The Workplace Safety and Health Act" (Gavel)

**LOCAL NO. 63, WINNIPEG, MB**
**Re: The Workplace Safety and Health Act:**

International Vice President John Lewis, International Representative Barny Haines and Canadian Counsel Ernie Schirru reported to the General Executive Board on the status of Manitoba Workplace Safety and Health Act provincial offence charges filed against, among others, Local 63, arising from a workplace accident at the Winnipeg Symphony Orchestra event at the Manitoba Centennial Concert Hall (MCCH).

Representative Haines explained that on February 3, 2012, a member of Local 63 was working the set-up of a Winnipeg Symphony Orchestra event at the Manitoba Centennial Concert Hall when he sustained a workplace injury that required a hospital visit and time off work. Representative Haines went on to explain that a Provincial Inspector conducted an investigation of the circumstances giving rise to workplace injury and following this investigation, some 20 charges were filed against the WSO, MCCH and Local 63. To date, no Canadian Criminal Code charges have been laid. Representative Haines confirmed that Local 63 has retained legal counsel from Myers Weinberg LLP to defend against the provincial charges. Representative Haines then provided an update on the status of those charges against Local 63.

Counsel Schirru explained that the Manitoba Workplace Safety and Health Act provides the Province with the ability to lay provincial quasi-criminal charges against workplace parties for violations of the workplace health and safety rules and obligations set out in the legislation. Counsel Schirru explained that each province and territory in Canada has similar legislation. Counsel Schirru also explained that the Canadian Criminal Code contains rules for attributing criminal liability to organizations, their representatives and those who direct the work of others and imposes serious penalties for violations of workplace health and safety rules that result in injuries or death. Counsel Schirru then discussed best business practices that IATSE Locals should consider in order to limit exposure to any such quasi-criminal and/or criminal charges.

President Loeb commented that this is a serious issue of which all Canadian Locals should take note. President Loeb also requested that the Canadian Office work to put together draft contractual language to be incorporated into collective agreements that would provide indemnification for legal fees associated with defending against any such quasi-criminal or criminal charges that may arise from workplace accidents.

"Local No. 193, Bloomington-Springfield-Jacksonville-Normal-Macomb-Peoria, IL Re: City of Bloomington"

**LOCAL NO. 193, BLOOMINGTON-SPRINGFIELD-JACKSONVILLE-NORMAL-MACOMB-PEORIA, IL**
**Re: City of Bloomington:**

International Vice President Craig Carlson reported to the Board on his assignment to assist Local 193 in negotiations for a maiden agreement with the Bloomington Center for the Performing Arts (BCPA).

Bloomington-Normal is 160 miles south of Chicago and home to 21,000 on campus Illinois State University Students. At the time of this assignment, Local 193 already had several collective bargaining agreements covering work at area universities, but none of them were with a municipality, and inasmuch as the BCPA is owned and operated by the city, it was new to them.

The Bloomington Center for the Performing Arts is an enormous, three story, brick building. It includes the largest brick wall ever erected in the State of Illinois and contains an eleven hundred seat proscenium theatre, a six thousand square foot meeting space, several smaller meeting rooms, a large

ornate foyer, a loading dock, a massive commercial kitchen and a spacious lobby which is use for various commercial gatherings. The BCPA produces concerts, dances, legitimate theatre shows, corporate meetings, and other events.

Local 193 successfully organized the stagehands at the BCPA. As the Local entered into contract negotiations, Vice President Carlson relied upon the relationship of the International and Chicago Local 2 with the National and State AFL-CIO, and strategies learned in various educational seminars sponsored by the International.

Despite having some leverage, it was still a long six months of negotiations. After many long bargaining sessions, numerous language revisions, proposals exchanged via email and then long phone call sessions with the BCPA attorney, the parties reached an agreement. Highlights include a three-year term, standard contractual provisions, premium pay, and wage increases. The Agreement was unanimously ratified by Local 193 at its general membership meeting on May 1, 2014. The International waived initiation fees for the six new journeymen and 31 new registered apprentices as well as granted dispensation which allowed the Local to almost double its membership with this organizational effort.

Vice President Carlson thanked President Loeb, and Stagecraft Co-Directors DePaulo and DiTolla for providing Local 193 all the support needed to succeed, including legal counsel. He also expressed sincere thanks to Joe Burns and David Huffman-Gottschling for the outstanding legal representation they provided.

President Loeb remarked that the increases and conditions achieved are significant. He commended Vice President Carlson for using activism to get an agreement for the Local, noting that his commitment at the bargaining table helped the Local change the lives of the workers.

PRESIDENT LOEB: Microphone No. 7.

DELEGATE MARY ROFFERS, Local 193: Yes, Mr. President, I'm Mary Roffers. I'm from Local 193, and I'll save you all those cities.

I want to thank you, President Loeb, for your continued support of our small Local. And I would also like to say an additional thank you to Craig Carlson for his continued assistance in the organization of this venue and for his assistance with our first contract. Since this report, we have successfully renegotiated our contract, and after a long four-month process we have a wonderful new contract with some more benefits for our members.

Vice President Carlson provided us a strong foundation to build on, and we look forward to continued work in this venue.

I would also like to thank Vice President Di Tolla and Anthony DePaulo for their continued and additional assistance they provided during this time.

I would also like to advise any smaller Locals out there who are struggling with venue, to use the resources and the experience of the International if they're having any struggles.

Thank you, again.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 695, Hollywood, CA, Re: Trusteeship" (Gavel)

**LOCAL NO. 695, HOLLYWOOD, CA**
**Re: Trusteeship:**

International Vice President Michael F. Miller, Jr., International Representative Peter J. Marley and West Coast Counsel James G. Varga reported to the Board on the status of the Trusteeship imposed on Local 695. Vice President Miller, Representative Marley and International Representative Steve Aredas are the appointed Trustees for Local 695.

On February 25, 2014 the Trusteeship was imposed by Order of President Matthew D. Loeb following a hearing and recommended decision from the Hearing Officer. Six appeals were filed by former officers of Local 695. As previously reported, the appeals were heard by the General Executive Board at their meeting held on April 22, 2014, and all were denied.

"Local No. 729, Burbank, CA, Re: Warner Bros. Lot Painting"

**LOCAL NO. 729, BURBANK, CA**
**Re: Warner Brothers Lot Painting:**

International Vice President Michael F. Miller, Jr.

and Local 729 Business Agent Bob Denne reported to the General Executive Board that Local 729 had secured an agreement with Warner Brothers Studio Facilities for maintenance painting on the studio lot that had heretofore been subcontracted to outside vendors. This is for maintenance painting that exceeds 25,000 square feet. Two buildings and four stages are involved in the initial phase which began in April 2014 and is ongoing. Brother Denne reported that it is estimated that several dozen members will likely be employed for more than two years on this project. The terms and conditions of employment are pursuant to the Movie of the Week provisions of the Basic Agreement. Vice President Miller pointed out that these are new employment opportunities that Local 729 was able to identify and secure for its members.

President Loeb congratulated Local 729 for having the foresight to secure this work.

PRESIDENT LOEB: Microphone 3.

DELEGATE BOB DENNE, Local 729: Mr. President, Bob Denne, Local 729, Motion Picture and Television Set Painters and Sign Writers.

I would like to thank Vice President Mike Miller for his assistance with an agreement with Warner Bros. facilities that created an increase in work for Local 729. We agreed on specific wages for work that was previously not in our jurisdiction. As a result, it enabled our department to compete and win bids for more work, and this has spread to other facilities at different studio lots.

Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Somebody turn off the light. Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 927, Atlanta, GA, Re: Fox Theatre Agreement" (Gavel)

**LOCAL NO. 927, ATLANTA, GA**
**Re: Fox Theater Agreement:**

International Vice President Walter Cahill and Local 927 Business Agent Neil Gluckman reported on Local 927 and the Fox Theater agreement. The Atlanta Stage Technicians have a long standing relationship with the Fox Theater in Atlanta, Georgia that dates back to the opening of the building in December of 1929. In 1992, Local 927 entered into its first of several agreements with the Theater. Over the next two plus decades, there have been five successor agreements.

The agreement between the Local and the Fox is a set of conditions and a set of wage tiers. There are five wage tiers depending on the type of show being presented. The Local sought to limit these tiers. The Fox proposed changes to conditions. The negotiations were hard fought, but the Local successfully beat back onerous proposals that would have changed work conditions, and it was able to achieve significant pay increases for the workers at the Fox.

President Loeb remarked that the recently concluded contract sets a long-term pattern for closing the wage gap between the traveling crew and the yellow card (local) crew. He commended Business Agent Gluckman for using activism to expose the inequities in bargaining. He observed that the unanimous ratification speaks to the support by the membership of the Local's actions at the Fox. President Loeb complimented the Local on the deal and observed that the negotiators did a fine job.

Local No. B173, Toronto-Hamilton, ON, Re: Toronto International Film Festival, TIFF"

**LOCAL NO. B-173, TORONTO-HAMILTON, ON**
**Re: Toronto International Film Festival (TIFF):**

International Vice President John Lewis, International Representative Peter DaPrato, Local B-173 President George King and Business Agent Chastity Brooker reported to the General Executive Board on the status of the Local's negotiations for a first collective agreement with TIFF following the Local's certification as exclusive bargaining agent for more than 50 ushers, concessions, gallery attendants and assistant cinema managers in November 2013.

The Local B-173 bargaining committee consisted of Vice President Lewis, Representative DaPrato as well as Local President King and Business Agent Brooker and members from the bargaining unit. The committee tabled 81 collective bargaining agreement proposals. Although the Local filed an unfair labour practice complaint with the Ontario Labour

Relations Board during the course of bargaining, the Local continued to make steady progress in negotiations. On June 13, 2014, the Local reached a four-year agreement with TIFF which was ratified unanimously by the unit on July 15, 2014. This new agreement significantly improves the working conditions for bargaining unit members. The Local is now in the process of bringing bargaining unit employees into membership and enrolling them in the Canadian Entertainment Industry Retirement Plan.

President Loeb congratulated Local B-173 and the bargaining committee for its success in both organizing TIFF and negotiating a first collective agreement that will improve the lives of many new members. President Loeb also commended the Local for its perseverance in continuing its efforts with this workplace following an unsuccessful certification vote two years early. In doing so, President Loeb stated that all Locals should note that an unsuccessful organizing drive should not be abandoned forever – Locals should re-tool and re-organize when the opportunity presents itself.

(Gavel)

"Adjournment" (Gavel)

**ADJOURNMENT:**

Having completed all business properly brought before it, the Board meeting was adjourned at 9:40 a.m. on Friday, August 8, 2014.

"Report of the IATSE Defense Fund Committee held at the Westin Seattle, Seattle, Washington, August 5th, 2014."

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**HELD AT THE**
**WESTIN SEATTLE**
**SEATTLE, WASHINGTON**
**AUGUST 5, 2014**

Since the last meeting of the Defense Fund Committee in San Antonio, Texas on January 14, 2014, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

**LOCALS**

Local No. 3, Pittsburgh/New Castle, PA –
August Wilson – Legal ..... $4,944.04

Local No. 26, Grand Rapids/Muskegon/Battle Creek/
Kalamazoo/Holland/St. Joseph, MI/
Meijer Gardens – Legal ..... 1,268.75

Local No. 30, Indianapolis-Kokomo/Richmond, IN,
Indiana State Fair – Legal..... 40.00

Local No. 56, Montreal, QC –
Special Organizing ..... 799.92

Local No. 66, Dayton/Springfield/Darke/Miami and
Champaign Counties, OH, Dayton Downtown
Revival – Legal ..... 4,213.87

Local No. 118, Vancouver, BC,
York Theatre – Legal..... 12,090.20

Local No. 121, Niagara Falls/Buffalo, NY,
Conference Center Niagara Falls
– Legal..... 1,710.00

Local No. 129, Hamilton/Brantford, ON,
Hamilton Ent. Convention & Global Spectrum
Facility Management Ltd. – Legal ..... 565.00

Local 129 & B-173, Hamilton/Brantford/Toronto/
Hamilton, ON,Hamilton Entertainment
Convention & Global Spectrum Facility
Management Ltd. – Legal..... 8,657.79

Local No. 142, Mobile, AL,David Tuffs Hiring
Hall/Seniority List – Legal ..... 37,160.29

Local No. B-173, Toronto/Hamilton, ON, TIFF Bell
Lightbox – Legal ..... 14,748.00

Local No. B-173, Toronto/Hamilton, ON,
NYPACC – Legal..... 2,276.43

Local No. B-173, Toronto/Hamilton, ON, Hamilton
Entertainment Convention & Global Spectrum
Facility Management Ltd. – Legal ..... 5,239.61

Local No. B-173, Toronto/Hamilton, ON,
City of Hamilton/HECFI – Legal ..... 1,130.00

Local No. 193, Bloomington/Springfield/
Jacksonville/Normal Macomb/Peoria, IL,
Petition – Legal ..... 29,916.87

Local No. 205, Austin, TX, Long Center
– Legal ..... 1,085.00

Local No. 212, Calgary, AB, Redemption Albert, Inc./Payroll Default – Legal ..... 57,476.80

Local No. 262, Montreal, QC, Cinema Brossard – Legal ..... 4,345.93

Local No. 300, Saskatoon, SK, Inland AV – Legal ..... 32,135.07

Local No. 320, Savannah, GA, Lucas Theatre – Legal..... 6,856.00

Local No. 357, Kitchener/Stratford/Cambridge/ Guelph/Waterloo, ON, Mustang Drive/ Sunset Cinema, Inc. – Legal ..... 7,094.59

Local No. 461, St. Catherines/Welland/Niagara Falls, ON, Brock University and the City of St. Catherines – Legal ..... 9,588.84

Local No. 500, South Florida,Kravis Center – Legal ..... 182.50

Local No. 611, Watsonville/Santa Cruz/Salinas/ Gilroy - Hollister/Monterey/Pacific Grove/ Seaside, CA,Barlowe & Sunset Cultural Center – Legal..... 6,778.53

Local No. 695, Hollywood, CA, TRO – Legal ..... 16,607.22

Local No. 849, Maritime Provinces, Egg Films – Legal ..... 39,966.49

Local No. 906, Charlottetown, PEI, Harbourfront Festival – Legal ..... 359.10

Local No. 917, Atlantic City, NJ, Trump Plaza, Atlantic City – Legal ..... 7,687.76

Local No. 927, Atlanta, GA, Live Nation – Legal ..... 28,432.12

**SUB TOTAL ..... $ 343,356.72**

IATSE – Gigapix – Legal ..... 1,581.25

IATSE – Freedom Films – Legal ..... 1,874.74

IATSE – William A. Doucette, Jr. – Legal 9,631.05

IATSE – International Organizing & Contracts – Legal ..... 6,497.20

IATSE – Update Referral Rules – Legal . 2,858.60

IATSE – Metropolitan Opera – Legal ..... 8,000.00

IATSE – PAC-12 Network ..... 42,886.92
Consulting

IATSE – Axium Bankruptcy – Legal..... 3,938.75

IATSE – Golf Channel – Legal ..... 166,425.21

IATSE – Province of Quebec – Bill 32 ..... 10,389.98

IATSE – Social Media Campaign Juno Awards – Legal ..... 2,033.43

**SUB TOTAL ..... $ 256,242.13**

Thorsen French Advocacy ..... 54,611.53

Basic Agreement ..... 5,087.50

**SUB TOTAL ..... $ 59,699.03**

## EDUCATION

LEAP Reimbursements to Locals and/or Officers..... 32,555.51

Misc. Training/InfoComm/ Instructors/Young Workers ..... 181,473.65

**SUB TOTAL ..... $ 214,029.16**

**GRAND TOTAL..... $ 873,327.04**

Respectfully submitted,

Matthew D. Loeb
Anthony DePaulo
J. Walter Cahill
John M. Lewis
Daniel E. Di Tolla

PRESIDENT LOEB: Microphone No. 7.

DELEGATE THOMPSON CONRADE, Local 320: Thompson Conrade, Local 320, Savannah, Georgia. The members and body of Local 320 would like to thank you and the Executive Board for you all's continued support in this fight against the Lucas Theatre of the Arts and the Savannah College of Art Design. Thank you.

PRESIDENT LOEB: Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Report of the General Executive Board Meeting held at the Sheraton Charlotte Hotel, Charlotte, NC, January 26 to 31st, 2015"

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE SHERATON CHARLOTTE HOTEL CHARLOTTE, NORTH CAROLINA JANUARY 26 - 31, 2015**

"Call to Order" (Gavel)

## CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 26, 2015 in the Carolina Ballroom of the Sheraton Charlotte Hotel in Charlotte, North Carolina.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
J. WALTER CAHILL, Second Vice President
THOM DAVIS, Third Vice President
ANTHONY DEPAULO, Fourth Vice President and Co-Director of Stagecraft
DAMIAN PETTI, Fifth Vice President
MICHAEL F. MILLER, JR., Sixth Vice President and Director of Motion Picture and Television Production
JOHN T. BECKMAN, JR., Seventh Vice President
DANIEL E. DI TOLLA, Eighth Vice President and Co-Director of Stagecraft
JOHN R. FORD, Ninth Vice President
JOHN M. LEWIS, Tenth Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eleventh Vice President
PHIL LOCICERO, Thirteenth Vice President

The Board was advised that due to personal reasons, International Vice President William E. Gearns, Jr. was unable to attend this Board meeting.

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, John Culleeny, Brian Faulkner, Jamie Fry, Don Gandolini, Jr., Scott Harbinson, Mark Kiracofe, Brian Lawlor, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders and Lyle Trachtenberg; Staff members Colleen Paul, Alejandra Arzate, Marcia Lewis, MaryAnn Kelly, Krista Hurdon, Margaret LaBombard and James Rainey, Jr.

Guests of the IATSE included Alec French from Thorsen French Advocacy, James Heinzman from Schultheis & Panettieri, LLP, James Andrews (President) and MaryBe McMillan (Secretary-Treasurer) of the North Carolina State Federation.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ-Coll.Of St. Benedict-St. Paul, MN; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 39, New Orleans, LA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 97, Reading, PA; 100, New York, NY; 122, San Diego, CA; 161, States of New York/New Jersey/

Connecticut; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 285, Norfolk-Chesapeake-Portsmouth-Virginia Beach-Newport News-Hampton-Williamsburg, VA; 300, Saskatoon, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 635, Winston-Salem-Lexington-Thomasville, NC; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; 824, Athens, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B20, Portland, OR; B27, Cleveland, OH; B173, Toronto-Hamilton, ON and B192, Hollywood, CA.

"Host Locals" (Gavel)

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 161, 322, 491, 600, 700, 798, 800, and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to the City of Charlotte. On behalf of the Host Locals, Local 322 Business Agent Bo Howard thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

President Loeb noted that research indicated that this was the first General Executive Board meeting ever held in the City of Charlotte. North Carolina is one of only two states that out-laws public sector collective bargaining. It became a Right-to-Work State in 1947, the same year that the anti-labor legislation, Taft-Hartley Act was passed. The North Carolina State AFL-CIO represents the largest association of local unions and union councils representing over 120,000 members. President Loeb commended the Host Locals representatives for their work with the State AFL-CIO and stressed that is crucial to remain active and support the politics that fight for good jobs and safe workplaces.

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for their hospitality and the work they do to support the IATSE and the labor movement.

"Introductions" (Gavel)

## INTRODUCTIONS

At the onset of the Board meeting, President Loeb introduced Adrian Healy who recently joined the legal department as Associate Counsel to work in the IATSE General Office in New York. President Loeb informed the Board and all attendees of Counsel Healy's background as follows:

*Adrian Healy*

Prior to joining the IATSE, Adrian was in private practice with the Spivak Lipton firm in New York City where he principally represented private and public sector unions and individual employees in labor and unemployment matters.

While at the Spivak firm, he also worked with local, regional and international labor unions on collective bargaining matters, union organizing efforts, internal union governance, arbitrations, litigation in state court and federal courts, and administrative proceedings before the NLRB as well as other government agencies.

In addition to representing prominent labor unions in the entertainment industry, he also represented private and public sector employee benefit plans – primarily aiding Taft-Hartley pension and welfare plans in litigation, compliance and administration under ERISA and other increasingly complex employee benefits laws and regulations.

He is a graduate of Northeastern University School of Law and also participated in the AFL-CIO's Law Student Union Summer program.

Adrian is a member of the AFL-CIO Lawyers' Coordinating Committee, the American Bar Association's Section of Labor and Employment

Law, the NYS Bar Association and Employment Law Section, and the NY City Bar Association.

"General Executive Board Meeting Minutes, Seattle, Washington, August 4th to 8th, 2014" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES
## Seattle, Washington – August 4 - 8, 2014

President Loeb called upon the General Executive Board to approve the minutes from the regular Mid-Summer Board meeting held in Seattle, Washington the week of August 4 - 8, 2014.

Upon a motion duly made and seconded, the Board voted unanimously to approve the minutes from the Seattle meeting.

"Report of General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood presented the following report to the Board.

*Official Bulletin*

As was previously reported, the Official Bulletin received a complete makeover commencing with the First Quarter 2014 issue. New layouts and color formats were incorporated into a magazine-style look and feel and a greater emphasis was placed on our crafts and departments as well as new member profiling sections.

The feedback from local unions and the membership was extremely positive from the start and that improved format has now been recognized outside the IA as well. The Official Bulletin was recently awarded first place for General Excellence in the International and National Labor Magazines category by the International Labor Communications Association. The award was presented at a luncheon at the AFL-CIO headquarters in Washington, DC on December 12, 2014. Communications Outreach Coordinator Molly Katchpole and Assistant to the Editor MaryAnn Kelly, accepted the award on behalf of the IATSE.

There has also been an attempt to increase the number of members receiving the Bulletin in electronic format. An email blast was sent to all members not receiving the Bulletin in that manner after the 3rd Quarter of 2014 issue was published. The email contained a link to that Bulletin issue so that members could see first-hand how it looked on their electronic device of choice. As a result, the number of members receiving the electronic Bulletin increased from 3,201 to 8,906, which is not only good for the environment, but will save the International approximately $25,000 a year in printing and mailing costs. The campaign to increase electronic distribution will continue.

*Audited Financial Statements and Auditor Recommendations*

As was reported during the Seattle General Executive Board meeting, the accounting firm of Schultheis & Panettieri completed their first audit of the International and recommended a new consolidated format be used for the financial statements of the International. That new format was published in the Third Quarter issue of the Official Bulletin.

During the past few months, General Secretary-Treasurer Wood has been working with the auditors and the accounting staff in the General Office to implement a number of changes that were recommended. It is expected that all recommendations will be fully implemented by the International's year-end of April 30, 2015.

*A.C.T. Member Credit Card Dues Payments*

Approximately one year ago, the International introduced a program to allow A.C.T. members to pay their annual dues by credit card either by telephone or by submitting a pre-authorized form. These members travel under pink contracts and often are not home for months at a time.

The program has been extremely well received and very effective at increasing the amount of members in good standing at the commencement of the year. On January 15, 2014, the International had 578 A.C.T. members and only 328 (57%) had paid their annual dues. On January 15, 2015, the International had 650 A.C.T. members and 383 (59%) have paid their annual dues and the method of payment has included 229 (60%) that have done so by credit card vs. 178 (54%) in early January 2014.

*Local Union 2015 Supplies*

The process of sending the 2015 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2014 and purchased the necessary amount of per capita stamps for 2014.

As of the commencement of this General Executive Board meeting, all but 35 of our 373 local unions have

complied with the reporting and per capita stamp purchase requirements and have received their 2015 supplies and membership cards.

Local unions that have not received their 2015 supplies should contact the General Office to determine which issues need to be resolved.

*International Constitution*
*Article Nineteen, Section 28*

As has been previously reported, the Finance Department has been attempting to work with local unions to ensure that they comply with Article Nineteen, Section 28 of the International Constitution and Bylaws, which was amended at the last International Convention.

To that end, local unions must submit on a quarterly basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to timely process this information for 373 local unions, the Finance Department has been encouraging Locals to submit the information in electronic format. International Constitution Article Nineteen, Section 28 is mandatory for all local unions in the Alliance.

In early December, all local unions were sent one of three letters: a total compliance, a partial compliance or a non-compliance letter. These letters have resulted in many more local unions becoming current in their submissions and the International will continue to educate our local unions on their Constitutional obligations.

To date the program has been very successful and the International now has approximately 65,000 member email addresses and much more accurate member information in its database.

*Information Technology*

During the month of February, the International will be transitioning to Microsoft Office 365 for all offices and for all representatives that have an IATSE email account. This upgrade will allow the International to provide every user with the same version of Office and all will be upgraded immediately upon the future release of new versions. The monthly subscription fee will replace our monthly email hosting bill and eliminate the need to buy expensive volume licensing to upgrade all older versions of Microsoft Office. In addition, each user will have up to five licenses to allow the newest version of Office to be loaded onto additional devices whereas now additional devices require additional licenses. Email mailboxes will also be substantially increased and users will receive a 1 terabyte of cloud storage with OneDrive for Business account, which is Microsoft's version of DropBox.

Over the past several months of number of different video conferencing systems have been analyzed and tested and vendors for the installation of a system to connect the General, West Coast and Canadian Offices are now submitting final proposals. In addition, the system that will ultimately be installed will allow Representatives that work outside of those three offices to participate in video conferencing using a camera on their PC or laptop.

As has been previously reported it is the intention of the International to have the same Voice Over Internet telephone system in the General, West Coast and Canadian offices. To that end, the West Coast Office recently completed the installation of wiring to each workstation and office to allow for the introduction of the new system, which should be in place by the end of February. The Canadian Office is in the process of changing internet service providers to allow for the necessary increase in bandwidth that will be required for both the new telephone system and the video conferencing equipment.

*In other Finance Department News,*

The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2014, royalty payments totaling almost $260,000 were received.

The International continues to charge fees for consultation responses for INS Visas. During 2014, just over $800,000 in fees were collected.

The translation of the Spanish version of the International Constitution and Bylaws was just completed and the French version is almost complete. These will be distributed to the appropriate local unions in the near future and are available from the General Office for any local union that has a need for such documents.

A meeting was recently held with our insurance agent to review all of the policies held by the International. The purpose was to ensure that the policies in place are reflective of the substantial growth in operation and financial assets of the International over the past several years. Some consolidation of policies will result in better coverage at reduced rates and some additional riders were put in place such as those dealing with cyber security as well as the increased value of property held by the International.

In conclusion, it was reported that at the end of 2014 the total membership of the I.A.T.S.E. has grown to 122,000, which is a 10% increase since the time that President Loeb became International President. This has been accomplished through organizing in only our traditional crafts and is particularly notable given the anti-union climate that exists and the recent extremely challenging economic times.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees for the period of May 1, 2013 through September 30, 2014 to the General Executive Board. Trustee Cleary reported that the Trustees met in the General Office in New York City from October 28 to 30, 2014 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb expressed his appreciation and thanked the Trustees for their work. The Board accepted and approved the Report of the Trustees.

"Appeal File No. X5007-14, James A. Osburn, Local No. 695" (Gavel)

## APPEAL FILE NO. X5007-14 JAMES A. OSBURN, LOCAL NO. 695

By his cover letter dated August 13, 2014, James A. Osburn enclosed his appeal dated August 9, 2014 to the General Executive Board from the Decision After Hearing dated July 10, 2014 rendered by Scott Harbinson as Hearing Officer in which he ordered "… that James A. Osburn be suspended from membership in the IATSE and Local 695 for the period of one (1) year."

In a letter dated March 3, 2014, the International President served official notice to James A. Osburn of a hearing to be held on March 25, 2014 on charges preferred against Osburn by Matthew D. Loeb in the Affidavit of Charges dated January 30, 2014.

Representative Scott Harbinson presided over a trial on March 25, 2014.

Brother Osburn and Sister Elizabeth Alvarez testified on behalf of Osburn and presented a vigorous defense to the Charges. In addition, several members of Local 695 were present on behalf of Brother Osburn.

After careful consideration of all the evidence and testimony, Representative Harbinson issued his decision in July 2014. He found that the Charges against Osburn were true and correct and that Osburn was guilty as charged.

Brother Osburn appealed to the General Executive Board on several grounds. He requested that the trusteeship be lifted; that his and the suspension of the other officers due to the trusteeship be lifted; and offers of reemployment be extended to four employees who were discharged from Local 695.

The following members of the General Executive Board recused themselves and did not review the appeal, participate in the deliberations or cast a vote on the final decision:

Matthew D. Loeb, International President

Michael F. Miller, Jr., International Vice President

John M. Lewis, International Vice President

William E. Gearns, Jr., International Vice President

Phil LoCicero, International Vice President

The General Executive Board voted to uphold the decision of Hearing Officer Scott Harbinson and thereby denied the appeal of Brother Osburn. The Board's decision addressing each of the grounds for the appeal has been sent to James A. Osburn.

"Appeal File No. X5008-14, Matthew Murray, Local No. 415" (Gavel)

## APPEAL File No. X5008-14 MATTHEW MURRAY, LOCAL NO. 415

Matthew Murray submitted an appeal to the General Executive Board dated August 15, 2014, and received in the General Office by email on August 16, 2014, from a decision of the International President dated July 30, 2014.

On July 22, 2014, Murray filed an appeal with the International President relative to his election protest. The date of the Officer elections in Local 415 was July 7, 2014. Brother Murray's complaint was that the Local's Constitution requires that election ballots must be mailed twenty (20) days prior to the election, however, he claims that the ballots were mailed on or about June 5, 2014 which was more than the twenty (20) days prior to the election and that the ballots should not have been mailed until June 18, 2014.

The July 30th decision of the International President advised Murray that his appeal to the International was premature because he had not exhausted remedies within the Local.

Murray's appeal to the International President dated July 22, 2014 was therefore remanded to the membership of Local 415 and Murray is appealing to the General Executive Board the International President's decision to not consider his appeal and he appeals the President's remand of the July 22, 2014 election protest to a lower tribunal.

The General Executive Board reviewed the entire file on Matthew Murray's appeal and after careful consideration, the Board voted unanimously to uphold the decision of the International President. President Loeb did not participate in the deliberations or vote on this appeal.

"Appeal File No. X5009-14, Judy Cosgrove, Cate Bangs, Mimi Gramatky versus Local No. 800" (Gavel)

**APPEAL File No. X5009-14**
**JUDY COSGROVE, CATE BANGS, MIMI GRAMATKY V. LOCAL NO. 800**

By letter dated July 30, 2014, Sisters Judy Cosgrove, Cate Banks and Mimi Gramatky appeal to the General Executive Board from a decision of the International President dated July 25, 2014.

On May 28, 2014 Sisters Cosgrove, Bangs and Gramatky who are all members of the Executive Board of Local 800, filed charges against fellow Local 800 Officers and Executive Board members Scott Roth, John Moffitt and Thomas Walsh, however, the Local's Executive Board refused to take cognizance of the charges because it found they were untimely. The charges stem from the alleged misclassification of Matthew Cunningham within the Scenic, Title and Graphic Artists branch of the Local instead of within the Illustrators department. Because of this misclassification, Cunningham was denied work opportunities adversely affecting not only his employment, but his membership status within Local 800.

The appellants appealed to the membership of the Local, the Local 800 Board's decision to deny cognizance. The membership voted in secret ballot to take cognizance of the charges. On July 17, 2014 the charged parties (Roth, Moffitt and Walsh) then appealed the membership's decision to the International President and in his decision dated July 25, 2014, the International President reversed the membership's decision for the reasons set forth below:

Article Sixteen, Section 6 of the International Constitution states in relevant part that:

"Charges must be filed with the Local of which the accused is a member within 60 calendar days after the offense becomes or should have become known to the person making the charge."

The most recent date in the charges filed by Sisters Cosgrove, Bangs and Gramatky against Brothers Roth, Moffitt and Walsh, is March 18, 2013, fourteen months before the charges were filed. Although the charges purport to allege continuing violations there are no allegations that support such continuing activity. Rather, the specific violations allege conduct that took place beginning:

on or about April 26, 2008 through July 23, 2008;

on or about August 14, 2008 and October 15, 2008;

on or about April 15, 2009; on or about October 5, 2010;

on or about February 21, 2011 and March 20, 2011;

on or about April 8, 2011 through July 9, 2011;

on or about August 5, 2011, and

on or about March 18, 2013.

Acknowledging the obvious defect in the charges, the charging parties averred that they only found out about the alleged violations on or about April 16, 2014. By their own admission, the charging parties stated that the Board (of which they are members) knew about the facts giving rise to the instant charges in March 2013. Given that the Board knew of the alleged violations and chose to address the matter differently than the appellants would have had they been on the Board, was further support for the International President's decision to deny cognizance of the charges.

The International President found that Article Sixteen, Section 6 was enacted by the International Convention delegates in order to address facts like those in the present situation. He noted that statutes of limitation exist in order to ensure that the parties' recollections, witness testimony as well as other evidence are accurate and not based upon faulty memories or stale evidence. A threadbare recital that the violation is continuing, which is supported only by conclusory statements, does not overcome the statute of limitations in Article Sixteen, Section 6.

President Loeb explained further that even if the accused had not raised the statute of limitations as a defense, he would have done so to ensure the sanctity of the International Constitution. By enacting Article Sixteen, Section 6 the delegates to the International Convention wanted to ensure that the possibility of a "long-ago" act could not give rise to stale charges that could adversely impact one's membership/standing in the IATSE.

The appeal of Sisters Cosgrove, Bangs and Gramatky is now brought before the General Executive Board for deliberation and determination. They put forth four (4) grounds in their request for review:

- The facts of The Affidavit of Charges constitute unlawful actions against the Local 800 Constitution and Bylaws and are duly filed. The appellants argue that even the Board of Directors which originally denied cognizance did not find the charges misrepresentative or without merit. Thus, they argue, the membership's decision reversing the Board of Directors is well balanced and entitled to deference.

- The body of evidence shows that the circumstances of the charges are ongoing.

- The charges are timely.

- The minutes of the Illustrators and Matte Artists meeting of March 18, 2013 are invalid as evidence against a finding of cognizance.

- Roth, Walsh, and Moffitt misrepresent the duties of Local 800 Secretaries regarding the minute approval process.

- Home Rule should prevail in this case.

- President Loeb did not have a full understanding of the facts and circumstances of this case. Thus this decision should be reversed.

After a thorough review of the entire file on the appeal of Sisters Cosgrove, Bangs and Gramatky, the General Executive Board voted unanimously to uphold the decision of the International President. President Loeb did not participate in the deliberations or vote on this appeal.

The Board's decision addressing each of the grounds for the appeal has been sent to Sisters Cosgrove, Bangs and Gramatky.

"James Andrews, President North Carolina State AFL-CIO" (Gavel)

## JAMES ANDREWS, PRESIDENT, NORTH CAROLINA STATE AFL-CIO

President Loeb introduced special guest, North Carolina State Federation President James Andrews who served as the Secretary – Treasurer of the State Federation for thirteen years before being elected President. He is the first full-time elected African American State Federation President in the Country's history and is currently serving in his second term as a member of the National AFL-CIO Executive Council.

A member of many community and labor organizations, President Andrews has served as regional representative and executive committee member of the National A. Philip Randolph Institute and he was Chairman of North Carolinians for Effective Citizenship. In addition, he was appointed by North Carolina's Governor James B. Hunt to serve on the state's Natural Resources and Community Development Council, and, on the Workforce Development Commission to which he was appointed by Governor Mike Easley.

In his opening remarks President Andrews proudly noted that the IATSE local unions are 100% affiliated with the State Federation and the Central Labor Councils in North Carolina. He stated that the IATSE is one of his favorite labor organizations to work with in the State and he expressed his appreciation to Stage Local 322 for providing space at the Local's office to assist with the 2012 and 2014 Labor program, and for the outstanding work the Local provided for the 2014 Democratic National Convention that was held in Charlotte. President Andrews also expressed his thanks to Brothers Andrew Oyaas and Jason Rosin of Local 491 who both serve as members of the State Federation's Executive Board.

Noting the challenges of the labor movement in North Carolina, President Andrews remarked that the right wing lawmakers want to cut benefits, cut wages, cut teachers and more. He also stated that his State has the worst voter suppression laws in the Country and that unjust laws continue to be enacted. President Andrews stressed that we must build a movement that does not rely upon a single political party to save the working people.

In concluding his remarks, President Andrews stated that "Labor is small in North Carolina but when we come together with our community partners, we win," and he noted that if we organize more workers, and we connect and energize our communities, we will win across the country.

President Loeb expressed his thanks to President Andrews for taking the time to address the IATSE during our first Board meeting held in North Carolina, and for his inspiring message. President Andrews received a standing ovation from the attendees.

"Marybe McMillan, Secretary-Treasurer, North Carolina State, AFL-CIO" (Gavel)

## MARYBE MCMILLAN SECRETARY-TREASURER, NORTH CAROLINA STATE AFL-CIO

President Loeb introduced special guest MaryBe McMillan, Secretary-Treasurer of the North Carolina State AFL-CIO, who is the first female officer in the history of the State Federation and who is currently serving in her third term as Secretary-Treasurer.

In her opening remarks, Secretary-Treasurer McMillan stated how proud she is of the IATSE's leadership in the South and thanked the IATSE Locals in North Carolina for the work they do. She expressed her thanks to Brothers Andrew Oyaas and Jason Rosin of Local 491 for their dedicated service on the State Federation's Board, and to International Trustee Patricia A. White for her wit, wisdom and friendship formed when the two met as participants in the AFL-CIO National Labor Leadership Initiative.

The foundation of Secretary-Treasurer McMillan's message was built upon her thanks to the IATSE and others in the entertainment industry for "helping us imagine things we did not think possible." She therefore asked all those in attendance at the meeting to "imagine an America where working people share in the wealth we make," with good jobs and living wages, and noted that we must all create shared prosperity.

Secretary-Treasurer McMillan noted that one-third of all electoral votes are in the South, and she emphasized the importance of organizing and representing working people, for it is clear that the South has great impact on what happens in the rest of the country.

President Loeb expressed his deepest thanks for Secretary-Treasurer McMillan's time and her impassioned message. He noted that the IATSE is committed to its continuing efforts in the South and looks forward to working with the North Carolina State Federation as in other areas of the country. All meeting attendees rose in standing ovation as a demonstration of their appreciation for Secretary-Treasurer McMillan's galvanizing remarks at the meeting.

"Appearance: Local No. 868, Washington, D.C., Re: Union Virtual Office"

## APPEARANCE: LOCAL NO. 868, WASHINGTON, DC

**Re: Union Virtual Office**

Local 868 Business Agent Anita Wilkinson and Secretary Anne Vantine appeared before the General Executive Board to report on Local 868's virtual office project.

During the past year the Local has undertaken several initiatives based on ideas that were formed at the IATSE Officer Institute. Among its activities was the process of launching a virtual office project. By way of background, it was reported that Local 868 is a small Local of approximately 63 members. Most of the Local's officers work full-time as treasurers and ticket sellers in Washington, D.C. venues while also managing the business of Local 868. As a result, the administrative operations of Local 868 have been challenging. The Local does not own or rent office space. In the past, during officer turnover, new officers would travel to previous officers' homes or storage units and physically take custody of many file boxes containing the Local's records.

Local 868 also lacks a networked computer system. Therefore, any electronic records have been stored on individual computers, which were periodically moved between the homes of outgoing and incoming officers. Researching the Local's records involved manually sorting through boxes of paper and electronic files, which were often stored separately in each officer's respective home or computer.

To address these difficulties, Local 868 envisioned a "virtual union office," where all union records will be scanned, saved in electronic form, and stored in a cloud filing system. The virtual office would allow shared remote access by union officers (and members as appropriate) from their respective home computers, phones, or tablets. Password protected accounts would be set up for each office, giving officers access to all stored documents. Accounts would be linked to each local office (not specifically to the current individual office-holders). For example, when the current Local 868 Secretary's term expires, the appropriate files would be instantly available to her successor without any copying or transfers to a new account or computer. Ultimately, the project will result in all union records (past and present) being saved to a cloud computer storage service. The electronic files of the Local will be easily

shared and searchable, reducing the Local's current administrative challenges.

The Local inventoried the software and hardware necessary to allow its vision to be enacted. It was noted that the Local would need an easy-to-use cloud file structure and sharing system. It was determined that Microsoft Office 365 would meet software needs (along with a backup system, anti-virus protections, and encryption measures). A high quality, high speed scanner was also needed to scan archival union records so they could be saved as searchable documents in the cloud. The Local purchased one scanner to be shared among all officers. It is believed that once the archives have been scanned, a multi-function printer with good scanning capabilities will also suffice for day-to-day scanning needs.

The Local contacted the Schultheis & Panettieri Information Technology Group, and is working with its consultants to complete this project. Since August 2014, Local 868 has specifically worked with consultant Dan Backhaus to develop its plans and put the virtual office into effect. It is expected that the virtual office will be fully operational by August 2015.

Local 868 has a checklist of project steps and a spreadsheet with (estimated and actual) project costs. It would like to share this information with any IA Local that wants to know more. It is anticipated that the project will cost less than $9,300 over seven years, with the majority of expenses in the first year. It is believed that a similar project would be affordable for most local unions of similar size. It was also noted that the project will be significantly less expensive than the cost of a traditional networked computer system and physical office space. It is unequivocally the most cost-effective way to manage Local 868's business and records.

The Local expressed its gratitude to President Loeb, General Secretary-Treasurer Wood and the Board for their support and for having the foresight to develop the Officer Institute. The Local also thanked Department Director of Education and Training Pat White and Assistant Department Director Robyn Cavanagh who have helped to facilitate the virtual office project at every phase.

President Loeb thanked the officers of Local 868 for their report and commended their efforts. He noted that this is a model that other similar IA Locals may wish to follow closely, and stated that an article about the project will appear in a forthcoming issue of the Bulletin.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE ANITA WILKINSON, Local 868: Mr. President, Anita Wilkinson, Local 868. I just wanted to take this opportunity again on behalf of the Local to thank you for your support in this effort. Our union has – our Local has no physical storage. Everything is transferred decade to decade to each succeeding officer. So we have the need – during the Officer Institute we learned about the virtual office and possible solutions to our issue.

I want to thank Pat White, Director of Education, Assistant Robyn Cavanagh, for their continued support, guidance, providing us resources, consultants, and finding a solution to our problem and, again, to you, President Loeb, for supporting us in finding the solution. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Appearance: Ruth Vitale, Executive Director, CreativeFuture" (Gavel)

## APPEARANCE: RUTH VITALE EXECUTIVE DIRECTOR, CREATIVEFUTURE

President Loeb was pleased to introduce Ms. Ruth Vitale, Executive Director of CreativeFuture. He noted that CreativeFuture is the successor organization to Creative America and promotes the value of creativity in today's digital age. CreativeFuture works in opposition to for-profit theft of creative works, which jeopardizes the rights of all creative individuals, puts jobs at risk, and undermines new business models and distribution platforms. Its mission is to empower the creative community to speak with one collective and powerful voice – advancing a positive and dynamic vision of a digital future that better serves audiences and artists alike.

Ms. Vitale addressed the Board and all meeting noting that there are 350 companies and organizations affiliated with CreativeFuture that are united in opposition to for-profit theft of creative works.

CreativeFuture believes members of the creative community must play an active role in raising awareness about the cultural, social, and economic contributions of creativity and advocate for policies and solutions that will take the profit out of piracy – including increased cooperation from all legitimate businesses that make up the Internet.

CreativeFuture believes raising awareness among youth about the cultural, ethical, and economic implications of creative ownership can foster greater respect for artists and the creative process.

Ms. Vitale explained that some of the activities of CreativeFuture include:

- Promoting meaningful, effective actions that encourage a safe and secure Internet that works for everyone through increased cooperation among all who make up the Internet ecosystem – including advertisers, advertising agencies, online ad networks, credit card companies, Internet service providers (ISPs), search engines, domain registrars, and universities.

- Identifying and sponsoring initiatives to provide effective messaging and communication to youth.

- Providing a unified voice to advocate for sound public policy that promotes innovation and creativity within a safe and secure Internet.

She also noted that CreativeFuture is working with the IATSE and others in efforts with members of the U.S. House of Representatives and Senate to enact legislation that protects the creative community from theft of its product.

Ms. Vitale encouraged all attendees to visit CreativeFuture's website for additional information and updates, and to join with the creative community by signing on as a member of CreativeFuture: http://creativefuture.org/take-action/

On behalf of the Board, President Loeb expressed his thanks to Ms. Vitale for her informative presentation and stated that the IATSE will continue to work with CreativeFuture in efforts to protect IATSE members from the adverse impact that digital theft has on their work, wages and benefits.

"Appearance: IATSE Training Trust Fund" (Gavel)

## APPEARANCE: IATSE TRAINING TRUST FUND

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF), made an appearance before the General Executive Board to give an update and overview of the activities of the TTF. The TTF was established by the initiative of President Loeb in June, 2011. It now has more than 1,000 signatory employers and it was reported that the operating budget for 2015 is more than one million dollars.

In the past year, the TTF developed ¬ four programs. The first of the four programs is the calendared course program. These are courses the TTF schedules, sets up and advertises around the United States and Canada to reach workers in a geographic area. In 2014, and again in 2015, the featured calendared course is the OSHA 10/General Entertainment Safety training. In 2014, there were twelve safety training classes in ten different cities throughout the U.S. and Canada. Three hundred and eighty-five workers received safety training resulting in a combined total of over 4,700 hours of safety training.

The supported course program is one where the TTF reimburses a local union for a course actually developed and presented by the Local. The TTF helps to defray the costs of such courses through reimbursement to the Local. In 2014, the TTF supported 24 local union training courses. The supported courses included: fork lift driving, electrical distribution and arena-theatrical rigging as well as additional subjects. In 2014, the TTF supported a combined total of more than 4,200 hours of training in many different crafts.

The third program is the on-going partnership between the IATSE and InfoComm International for AV training including the live AV Essentials course and online classes. Beginning with the 2015 contract with InfoComm, the TTF has accepted full responsibility for funding this program. IATSE members are entitled to free membership in InfoComm and access to their annual tradeshow and online courses. CTS courses will continue to be offered in order to prepare members for their AV certificates.

Lastly, the TTF continues its Certification and Exam Reimbursement program. Members who do obtain their CTS (AV) certificate or one of the three ETCP certificates in arena, theatrical rigging or electrical work can apply for reimbursement of the certification or exam fees. In 2014, a total of 70 individuals were reimbursed.

For 2015 it was noted that the TTF has engaged the UCLA Labor Occupational Safety and Health program to develop a comprehensive safety training curriculum. The curriculum is designed in modules with lesson plans and case studies which can then be

combined to make the training relevant to the various crafts of the local unions. This project is currently underway. In addition, the TTF is offering a "Train the Trainer" course that takes experts in their craft and gives them education and training techniques to improve their presentation and sharpen their skills as teachers. The goal of the program is to turn subject matter experts into great teachers who can make lesson plans and deliver content to members in a way that makes it easy to learn. The content is appropriate for all trainers, both new and experienced. Locals will be able to nominate individuals from their local union to attend. It applies to those who will be using TTF developed curriculum, courses that already exist at the Local or new courses the trainers develop themselves. Also, the TTF is in the process of further developing its database to allow for tracking of members' safety training activity and certification history.

In conclusion, the IATSE Training Trust encourages all members and local unions to become more familiar with the activities and work of the Training Trust by visiting the website at: www.iatsetrainingtrust.org

"Appearance: Local No. 21, Newark, Middlesex, Mercer, Ocean and Union Counties, Asbury Park and Long Branch, New Jersey, Re: 2014 Contracts" (Gavel)

## APPEARANCE: LOCAL NO. 21, NEWARK, MIDDLESEX, MERCER, OCEAN AND UNION COUNTIES, ASBURY PARK AND LONG BRANCH, NJ

**Re: 2014 Contracts**

Local 21's President Michael Stas and Business Manager Stanley Gutowski made an appearance before the Board to report on a number of collective bargaining agreements the Local secured during 2014. The Local negotiated six agreements, two of which were the result of successful organizing drives, specifically, The ShowBox and Kelly Percussive Arts. The agreements with these two employers as well as with the George Street Playhouse, the Prudential Center Arena, the State Theatre in New Brunswick, and the Paper Mill Playhouse all provide solid wages, benefits, and working conditions for members and referents. The Local 21 annuity fund, which was established in 1991 and to which all of the Local's employers contribute, is valued in excess of seven million dollars. The annuity fund will help to ensure that participants retire with dignity and financial security.

Brother Stas reported on a number of organizing drives that are pending or which have concluded successfully but for which a collective bargaining agreement has not yet been reached. The Local will update the Board on these campaigns and contracts as appropriate.

Finally, the Local reported that it is holding a raffle of a 50" flat screen television to support the IATSE-PAC.

President Loeb commended Local 21 for its foresight and for its aggressive organizing. By doing so, the Local is maintaining area standard wages and benefits on behalf of all workers. President Loeb noted specifically that the Local is engaged in all this activity despite the fact that it has no full-time officers. He expressed his appreciation for all of the Local's efforts, including those in support of the PAC.

"Appearance: Local No. 22, Washington, D.C., Re: Negotiations with SMG"

## APPEARANCE: LOCAL NO. 22, WASHINGTON, DC

**Re: Negotiations with SMG**

International Vice President J. Walter Cahill, along with Local 22 President Chuck Clay, Business Agent John Brasseux and Secretary-Treasurer John Page appeared before the General Executive Board to report on Local 22's negotiations with SMG at the National Theatre in Washington, D.C.

It was reported that the National Theatre has been continuously producing shows since 1835 and there is evidence that an IATSE contract has been in place for at least 100 of those years. The National Theatre has built many notable pre-Broadway productions over those decades, and has consistently been among the highest grossing venues in Local 22's jurisdiction.

The National Theatre terminated a previous management and booking contract with the Shubert Organization (which had been in place for over 30 years) and in 2012 brought in SMG and JAM Theatricals under a new management contract. SMG and JAM Theatricals formed a partnership and began doing business as the National Theatre Group (NTG). Around October 2012, when the Shubert Organization left the venue, Local 22 began what were first described as "discussions" since its National Theatre collective bargaining agreement was not set to expire until September 2014. In the course of those discussions SMG indicated that it expected Local 22 wage reductions of 25%, benefit package reductions of 10%, and easing or elimination of core contract provisions. After meeting and strategizing with the other IA Locals at the venue,

Local 22 believed that the new management's business model was to force all personnel in the building to accept 25%-33% wage reductions.

Those discussions continued for over a year until Local 22 informed SMG that it would not entertain any more talks until its current contract was set to expire. Official contract negotiations began in July 2014 and rhetoric from the prior "discussions" reappeared. The existing contract was extended many times while Local 22 continued to push back against manpower cuts, condition reductions, and the one-sided restrictive contract language that NTG proposed. It was noted that Local 22 had proposed a 15% wage increases over three years. NTG agreed, but only in exchange for onerous and draconian conditions, which ultimately would have greatly reduced any increase in wages. The conditions NTG proposed, if accepted, would have put Local 22 on a direct race to the bottom and would have influenced every other theatre in the Local's jurisdiction.

It was reported that on October 9, 2014, Local 22 requested assistance from President Loeb. Vice President Cahill was assigned, and was deeply aware of the situation having successfully aided in other IA Locals' negotiations with NTG. It was noted that the International's presence—through Vice President Cahill—furthered Local 22's cause and strengthened its position. Vice President Cahill, a member and former President and Business Agent of Local 22, was commended for his advice during the negotiations. Talks continued but management persistently submitted offers that were too outrageous to be considered. On December 4, 2014, Local 22 sought permission from President Loeb to conduct a strike vote. The next day, the Local received permission to take a vote and, if approved by the membership, to strike the National Theatre. Following debate, the members of Local 22 unanimously voted to strike the National Theatre if no resolution could be reached at the next bargaining session.

At the next negotiation meeting, NTG was informed of Local 22's decision to strike if necessary. After two more days of intense negotiations, the parties reached tentative agreement on all outstanding issues. Both sides had vigorously traded proposals on two final matters: hiring and Yellow Card language. On January 10, 2015, Local 22 membership overwhelmingly voted to ratify the agreement. The ratified agreement included a wage increase of 8.25% over three years. Allocations were made for both the IATSE Training Trust and the Local 22 Training and Education Trust. It was noted that Local 22 held the line on its core conditions and did what was best for the Local. The Local expressed its gratitude to President Loeb, Vice Presidents Cahill and Di Tolla, the other Washington-area Locals, as well as IA General Counsel Samantha Dulaney, Local 22's attorney Ellen O. Boardman, American Federation of Musicians Local 161-710, and the Metropolitan Washington AFL-CIO Central Labor Council.

President Loeb remarked that Local 22 had no choice but to fight because this has been a benchmark contract for many years. Any Local in those circumstances will have the full support of the IA. President Loeb congratulated Local 22 officers for their efforts on behalf of their members and the Alliance.

PRESIDENT LOEB: Microphone 3.

DELEGATE IRVING C. CLAY, III, Local 22: Mr. President, my name is Chuck Clay and I represent the workers of Local No. 22 in Washington, D.C., as their President.

I would like to thank you, Mr. President, for your support and assistance in Local 22 negotiating the contract with SMG and the National Theatre. I would also like to thank you, Mr. President, for assigning International Vice President Walter Cahill (Retired) to assist us in this endeavor. It was a long, hard, arduous, acerbic, and contentious battle, but we prevailed. We won.

We're about to start the successor agreement with Jam Theatricals, now that SMG has left the partnership. And I pray that it will not be acrimonious as the other one. But if it is, I know – I know – I know that I can call on my International President Matthew Loeb for assistance and support, and he will be there as he always has been to support Local 22. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Chuck.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Appearance: Local No. 15, Mt. Vernon-Sedro, Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, Washington, Re: InfoComm A/V Basics Class"

**APPEARANCE:**
**LOCAL NO. 15, MT. VERNON-SEDRO**
**WOOLEY-PORT ANGELES-BURLINGTON-**

## CONCRETE-STANWOOD-MARYSVILLE-LONGVIEW, WA

**Re: InfoComm A/V Basics Class**

Local 15 President Sal Ponce made an appearance before the General Executive Board to report on the AV training that Local 15 has provided to its membership. Through the auspices of the IATSE Training Trust and the partnership between IATSE and InfoComm International, Local 15 has presented both the CTS preparation course, and the AV Basics Class (now called "AV Essentials"), to its members. From this hands-on training at the four-day Basics Class, the Local's members were empowered with the confidence and skills to effectively, efficiently, and professionally, manage the AV technology needed to staff hotels, meeting rooms, and convention centers.

Several of the class participants were formerly projectionists who have successfully transferred their skill sets from a dying profession to the plentiful opportunities in AV work. Especially important, the AV Essentials course provided the students with important skill training in hospitality and customer service that is of a great importance when providing AV services in all venues. This is crucial in view that the venue must also keep its customers serviced during meetings and conventions. The technicians must satisfy not only their employer, but also the employer's customers, remembering it is the customer's show, a meeting that is being presented through the AV medium at the event. The AV Essentials course helps to develop the needed hospitality and customer services skills to be successful in the AV industry.

President Ponce reported that in 2014, twenty-one members completed the AV basics course and obtained certifications. In addition, three members completed training to become trainers assuring the ability of the local union to present at future classes of the Local. An immediate effect was the Local's greater opportunities to refer its members for AV work within its jurisdiction. The training immediately equated to new job opportunities for Local 15 members.

PRESIDENT LOEB: Microphone 3.

DELEGATE SALVADOR PONCE, Local 15: Mr. President, Sal Ponce, Local 15. I would like to give an update of the classes that Local 15 has taught since that day. So far we have nearly 90 technicians that have passed and have some form of InfoComm certification. We have taught three classes since then, including one earlier this month.

I thank you and the International for the support of these classes. And I thank Representative Ben Adams for his continued dedication and appearance in our classes. By taking these, we continue to grow our skills and continue to be the best-equipped workforce to move into the A/V markets.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Alberta Grant Program/Default Employers" (Gavel)

## ALBERTA GRANT PROGRAM/ DEFAULT EMPLOYERS

International Vice President Damian Petti reported to the General Executive Board on recent developments with the Alberta Film Funding Grant Program.

Vice President Petti reported that the Alberta Government announced new guidelines governing the Alberta Production Grant ("APG") on November 18, 2014. He explained that these new guidelines will bring immediate stability and additional value to thousands of Albertans working in its growing screen-based industries. Prior to these changes, Alberta was considered one of the riskiest film, television and digital media jurisdictions to make a living in. With the advent of these new guidelines, Vice President Petti explained that Alberta is fast becoming one of the safest jurisdictions to work in, which is a welcome turn around.

Vice President Petti explained that in June 2014, armed with knowledge of what took place on "Forsaken" – an ongoing and significant Alberta Labour Board proceeding supported by the IATSE Defense Fund - he drafted a list of changes to the APG which members of the affiliated unions and guilds reviewed, edited and endorsed and then subsequently took to the Alberta Government policy makers. These government officials were well aware of the efforts of IATSE and the Directors Guild of Canada to pursue provincial labour board proceedings aimed at uncovering the misappropriation and misuse of the APG funds so they were very keen to look at additional measures to safeguard the industry against further defaults.

Of particular note, policy changes flowing from the proposal included:

1. The ability of the Provincial Government to deny funding eligibility for any applicant that is the subject of outstanding financial disputes outside of Alberta;

2. Enhanced proof requirements for financing and insurance prior to the start of principal photography;

3. A prohibition against the assignment and direction of grant funds anywhere other than recognized banks;

4. The ability of the Provincial Government to demand a completion bond from producers who cannot verify they have 100% of their financing in place; and

5. The retention of audit-able statements for a period of seven years after a production is completed.

On a go-forward basis, Vice President Petti reported that he will be working in conjunction with other entertainment industry unions and guilds to develop a national database to compile all known default situations across Canada from and after 2000 to serve as a reference tool and evidentiary support for federal and provincial lobbying efforts aimed at implementing "clean slate" protocols in every Canadian jurisdiction.

President Loeb congratulated Vice President Petti on his successful lobbying efforts to amend the APG process. President Loeb noted that securing payroll for crews should be a condition of government provided tax incentives and that all Locals in every jurisdiction should pursue similar policies. President Loeb concluded his comments by stating that the International will continue to support any effort to hold unscrupulous employers accountable for their actions.

"Automated External Defibrillator"

## AUTOMATED EXTERNAL DEFIBRILLATOR

International Vice President Damian Petti and Local 849 President Gary Mitchell reported to the General Executive Board on the Automated External Defibrillator (AED) national strategy initiative undertaken by the Canadian Office.

Vice President Petti explained that while travelling back to Halifax, Nova Scotia from the General Executive Board meeting in Seattle, WA in July 2014, Brother Mitchell suffered a heart attack in the Toronto airport. Local 873 President Wayne Goodchild, who had recently received AED training through a Local 873 initiative, sprung into action and was able to use his AED training to assist Mitchell until paramedics arrived. Mitchell was transported to a Toronto hospital for recovery where he remained for several weeks prior to returning to Halifax. During this time, he received the support and visits from many local union representatives and Canadian Office staff. At the Canadian Off-Year Convention held in Halifax in September 2014, Mitchell had the opportunity to thank Brother Goodchild for saving his life in front of all Canadian Off-Year Convention attendees.

A larger discussion about AED access and training across the country was sparked by this incident which, in turn, resulted in the assignment of Vice President Petti to work with all Locals across Canada to develop a national strategy to increase training and access to AEDs in all IATSE workplaces in Canada. To this end, Vice President Petti, with the assistance of the Canadian Office, developed a survey that was sent to all Canadian Locals in an effort to compile statistics on the availability of AEDs in IATSE workplaces, the existence of any existing training initiatives, the appetite for future training and the willingness to share information. Vice President Petti and the Canadian Office are in the process of reviewing the survey responses and putting together a plan that will achieve the goal of increased awareness, training and access to AEDs. Vice President Petti confirmed that he will be providing an update on this initiative to all local unions and the General Executive Board in due course. Since the commencement of this initiative, Calgary Local 212 and Winnipeg Local 856 have reported acquiring additional AED devices in their workplaces. Vice President Petti concluded his report by noting the AED national strategy initiative is a shining example of the good that can come from the cooperation of local unions and the International.

President Loeb offered his best wishes to Brother Mitchell on his recovery and thanked Brother Goodchild for his life saving efforts. President Loeb confirmed that the Canadian AED national strategy initiative will have the full support of the International. President Loeb went on to note that the strategy should be pursued in all IATSE workplaces across North America and the IATSE will pursue it as a bargaining proposal in future collective bargaining negotiations. The training trust will also support all AED training initiatives.

Editor's Note: It is with great sadness to note that on February 13, Brother Gary Mitchell passed away suddenly. Please see full obituary on page 97.

PRESIDENT LOEB: Microphone No. 4.

DELEGATE JENNY REEVES, Local 849: Mr. President, Jenny Reeves, Local 849, Motion Pictures Technicians in Maritime Canada. In July of 2014, Brother Gary Mitchell, then President of our Local, suffered a heart attack while returning from the Seattle GEB. Brother Wayne Goodchild, President of Local 873, was able to use an AED and recent training to resuscitate Brother Mitchell. This unfortunate event led to the development of a strategy to increase training and access to AEDs in IATSE workplaces.

Brother Mitchell was a mentor to me; and although he is no longer with us, I believe that he would be incredibly proud that this initiative has resulted in the placement of over 100 AEDs in IATSE workplaces across Canada.

I would like to thank International Vice President Damian Petti for spearheading this program. And I thank you, President Loeb, for your continued support of this initiative.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Axium Settlement" (Gavel)

## AXIUM SETTLEMENT

General Counsel Samantha Dulaney and West Coast Counsel James G. Varga reported on the resolution of the Axium bankruptcy.

Seven years ago, at the Mid-Winter Board meeting in Orlando, Florida it was reported that on January 7, 2008, Axium, the third largest payroll company in the entertainment industry suddenly filed a petition for bankruptcy. At that time more than 200 productions and crews were immediately impacted. Many payroll checks for the period ending at the 2007 holidays bounced for insufficient funds. Ultimately, most of the production companies secured replacement money for their employees. Still, claims were filed in the bankruptcy proceedings in some cases for unpaid wages, in other cases for dues money deducted but not paid to various Locals, and on behalf of several benefit plans owed contributions. The claims filing date was in May, 2008. Finally, almost seven years to the day, the Trustee of the Debtor's Estate distributed funds to secured creditors, priority creditors, and even a small payout to general unsecured creditors. Those employees with priority wage claims were paid in full, while general unsecured claims were paid at only 9.54% on the dollar. Approximately $100,000 in contributions, $208,000 in priority wages, and $110,000 in dues money was recovered through various claims handled by the Spivak-Lipton Law Firm and the Weinberg, Roger and Rosenfeld Law Firm.

*D-Wars, LLC*

In October, 2004, a production called "D-Wars" did pick-ups in Los Angeles for a film shot mostly in Hong Kong. As a result of this additional photography, a budget audit was conducted and the production had indeed gone over budget. Finally, on December 12, 2007, the parties resolved the audit grievance, which resulted in a $300,000 settlement for the crew. The settlement called for the payroll to be distributed through Axium Payroll Company. The check arrived and the payroll was being processed when Axium closed its doors in January, 2008. None of the crew received their money. In May, 2011, the IATSE and the Production company restructured the settlement at a discount but at least a recovery of half the original settlement money. The parties were free to pursue any additional recovery through the Axium bankruptcy proceedings. The general unsecured claim filed by the IATSE on behalf of the 104 crew members was paid only 9 ½ cents on the dollar, but will add a little greater pro-rata share for this crew who performed the work in 2004.

"Beyond the Red Carpet" (Gavel)

## BEYOND THE RED CARPET

International Vice President J. Walter Cahill reported on an event sponsored by the Congressional Creative Rights Caucus, titled, "Beyond the Red Carpet," which was held on September 10, 2014 in the Cannon Caucus Room of the House Cannon Office Building. The Creative Rights Caucus is a bi-partisan caucus that serves to educate members of Congress and the general public about the importance of preserving and protecting the rights of the creative community. It is co-chaired by Representatives Judy Chu of California and Howard Coble of North Carolina. Since the defeat of legislation (SOPA and PIPA), there has been little Congressional activity regarding digital theft. This event showcased workers involved in the motion picture and television industries and Representative Chu raised the issue that digital theft continues to be a problem plaguing the industry.

The IATSE was involved from the beginning as to both the planning and execution of the event

which was similar to a trade show with the IA among sixteen entities occupying a booth. Local 22 provided the labor. Other participants included Twenty-First Century Fox, AMC Networks, Copyright Alliance, CreativeFuture, Deluxe, DGA, IFTA (Independent Film and Television Alliance), MPAA, NBC/Universal, NATO (North American Theater Owners), SAG-AFTRA, Sony Pictures, TW/Warner Bros., Viacom/Nickelodeon and the Walt Disney Company.

Over 400 people attended, including 30 members of the House of Representatives and Senate. Among the elected officials who attended were Senator Patrick Leahy (VT), House Minority Whip Steny Hoyer (MD-5), House Judiciary Chairman Bob Goodlatte (VA-6), Representative Jerrold Nadler (NY-10), and Representative Linda Sánchez (CA-38).

Three panels of contributors discussed the creative and functional process of motion picture production. Local 700 member Jackie Tejada was present in the IA booth. Jackie was working on the TV series "Blue Bloods" and demonstrated to attendees how an editor takes the footage, often consisting of numerous angles or shots, and finalizes them into what is shown to the public. In addition to the panels, there were five speakers. The IA was honored that Vice President Cahill was asked to speak on the important role the IA's members play in the production of motion pictures and television.

President Loeb noted that the purpose of the event was recognition and exposure for the IATSE and the industry. Members of Congress had a rare chance at this event to see the nuts and bolts of motion picture production. He further noted that he believed the IA's involvement was appreciated by those who got to see the work first hand.

"Canadian Entertainment Industry Retirement Plan" (Gavel)

## CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

International Vice Presidents John Lewis and Damian Petti and International Representative Julia Neville reported to the General Executive Board on the status of the Canadian Entertainment Industry Retirement Fund and recent initiatives.

Vice President Lewis explained that the Canadian Entertainment Industry Retirement Fund (the Fund) was created in 2005. The Fund was created with a view to maintaining Local autonomy while pooling together the collective resources and purchasing power of all local unions in Canada. The Fund is currently administered by Great West Life. Members of the IATSE, Directors Guild of Canada and EP Canada are currently enrolled in the Fund. The Fund is administered by a Retirement Committee appointed by President Loeb with local union representatives from all crafts and regions.

Vice President Lewis highlighted recent accomplishments achieved by the Fund, including:

The Plan currently has assets in excess of $270 million with 15,063 participating members.

Thirty local unions are participating in some fashion.

Management fees will be open for a further reduction once the Fund hits $300 million in assets, which is expected in the coming months.

The Fund has outperformed the market benchmarks and has done so while achieving lesser risk and return deviation in comparison with industry benchmarks. Five-year average returns have ranged from 7.5% for conservative portfolios to 10.77% for the more aggressive portfolios. The average rates of return have been significantly higher for the last twelve months with rates ranging from 9.5% to 10.46%.

The Retirement Committee has secured the substantial support from the Marketing Department of Great West Life to rebrand and consolidate all marketing and communication in relation to the Fund. This will include a revamping of the Fund's website, quarterly newsletters and annual stakeholder report. The rebranding will roll out on February 2, 2015.

The Plan will soon be conducting its first comprehensive national member survey. The survey will be sent out electronically to all 15,000 participating members seeking input on membership knowledge of the Plan, views on the effectiveness of Plan communication and education materials and their retirement expectations.

The Plan will be introducing a series of short educational videos to be emailed to all participating members in the Plan.

On March 1, 2015 the employees of ActSafe BC will become participants in the Plan and discussions are continuing with the few IA Locals not part of the plan and other organizations in the entertainment industry about joining the Plan.

President Loeb congratulated the Canadian Office on the success of the Plan. President Loeb

also noted the advantages of acting collectively and encouraged more of this type of collective action to secure increased benefits for members at reduced costs.

"Canadian Lobby Team" (Gavel)

## CANADIAN LOBBY TEAM

International Vice Presidents John Lewis and Damian Petti, and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board on the Canadian Office's participation in Lobby Days in Ottawa, Ontario on October 6 and 7, 2014.

Vice President Petti reported that this was the first time the Canadian Office's lobbying team, consisting of Vice Presidents Lewis and Petti, and Canadian Office Manager Hurdon, participated in this two day lobbying opportunity. The services of the Canadian Office's newly engaged federal lobbyist, Isabel Metcalfe, were drawn upon to facilitate the Canadian team's lobbying meetings with the following Federal Ministries: Canadian Heritage, Citizenship and Immigration and Employment and Social Development.

Vice President Petti went on to explain that the Canadian team's lobbying efforts focused on five areas:

1. The recent changes to the Temporary Foreign Workers Program;

2. Federal Government engagements of IATSE members for festivals, concerts and rallies with a particular focus on the organisers of the upcoming Canada 2017 National Festivities (150th Anniversary of Canadian Confederation);

3. Tax credits for Canadian performing arts organizations;

4. Meetings with opposition MPs regarding anti-union legislation being pursued by the Conservative Government, including Bill C-377 and Bill C-525; and

5. Changes to the Canadian Employment Insurance Program which negatively impact IATSE members across the country.

Vice President Petti went on to report that another high point for the Canadian team was its participation in a Hillary Clinton Luncheon where the team hosted a number of guests at an IATSE Canada table including representatives from the International and IATSE Local 471 as well as two of the Local's largest employers, the National Arts Centre and the Ottawa Sports and Entertainment Group.

Vice President Petti concluded his report by stating that IATSE, as the largest entertainment union in Canada and North America, has a responsibility to its members to ensure that the interests and concerns of its members are heard and respected by Federal Government policy makers. He confirmed that the Canadian Office's efforts in this regard have already paid dividends in terms of direct influence on policies that directly affect members – like the Temporary Foreign Worker Program.

President Loeb congratulated the Canadian Office on its lobbying efforts and confirmed the International's continued support of the initiative. He noted that building relationships with government decision makers in all levels of government across North America must become a priority for IATSE in order to protect the interests of all members. President Loeb concluded his comments by stating the commitment of IATSE resources to lobbying efforts is money well spent.

"CBS Contracts" (Gavel)

## CBS CONTRACTS

Assistant Director of the Motion Picture and Television Production Department Daniel Mahoney reported on contract negotiations with CBS Broadcasting, Inc.

Negotiations were concluded on August 13, 2014 for a new agreement covering "motorcycle couriers" in Washington, D.C. The agreement covers all motorcycle couriers and shipping employees employed in Washington D.C. by CBS News. As a result of the negotiations a new four-year contract will cover these employees for the term of July 1, 2014 through June 30, 2018. Wages will increase a total of 8.5% over the four years of the agreement. Wage increases are to be compounded.

Negotiations were also completed for a new contract covering "Set Decorators" employed at the CBS Broadcast Center facilities in New York City. The negotiations concluded on September 11, 2014 and resulted in a new four-year contract from July 1, 2014 through June 30, 2014, with a total wage increase of 8.5% over the four years of the agreement. Sick leave provisions were modified to increase the number of paid sick days for per diem set decorators from three to five per calendar year.

Finally, the International concluded negotiations with CBS covering the building service attendants working at the CBS Broadcast Center facilities in New York City. As a result of the negotiations, which

concluded on September 18, 2014 the IA and CBS Broadcasting, Inc. agreed to a four-year contract with a total of 8.5% wage increases over the term of the agreement and an increase in the annual safety shoe reimbursement allowance.

President Loeb thanked Assistant Director Mahoney and noted that it can be difficult to negotiate with the networks. He also remarked that these are good, mature agreements and that these small groups of employees are just as important as other members of the IA.

"Crew One"

**CREW ONE**

International Vice President Daniel E. Di Tolla and Local 927 Business Agent Neil Gluckman provided an update on the Local's successful organizing of Crew One. As has previously been reported, an election was conducted in June 2014 for the stage and wardrobe employees of Crew One. Due to the employer's appeal of the NLRB Decision and Direction of Election, the ballots were sealed. In August, the Labor Board rejected the appeals and the votes were counted. The Union won 116-60.

When Local 927 contacted the employer to schedule negotiations, it was informed that the Company intended to engage in a technical refusal to bargain, so that the Union would be forced to file an Unfair Labor Practice. The International and Local 927 have formulated a comprehensive response to these unscrupulous tactics designed to exploit workers, which could then be appealed to federal court giving Crew One a third bite at the appeals process.

President Loeb remarked that the IATSE will continue to represent workers and improve their economic standing and working conditions. He commended Vice President Di Tolla and Brother Gluckman for their exemplary work and thanked them for their commitment.

PRESIDENT LOEB: Microphone 7.

DELEGATE LEO NEIL GLUCKMAN, Local 927: Mr. President, Neil Gluckman, IATSE Local 927, Atlanta, Georgia. Before we start there's one small correction that needs to be made in the second paragraphs. It says 917 instead of 927.

PRESIDENT LOEB: Duly noted for the record.

DELEGATE GLUCKMAN: Thank you, sir.

I'd like to thank you, Dan Di Tolla, Emily Tao, Jamie Horowitz, Scott Stravitz, Samantha Dulaney, Molly Katchpole, Joanne Sanders, and the innumerable people within and outside the IA who came together to make this organizing happen. It wasn't a one-year process. It wasn't a two-year process. It was a seven to ten-year process.

We started this in 2007 with some help from the International and it didn't go well. We went back in 2010, and it didn't go well. We went back in 2014, and finally got to an NLRB election, which we were able to prevail 116 to 60. However, Crew One appealed. They appealed to the Local Board and lost. They appealed to the National Labor Relations Board in Washington and lost. Then they appealed to the Eleventh Circuit.

Now, if you've been following President – I can't say his name –

*(Laughter and applause)*

He had a possible appointment to the Supreme Court. That is one of the justices that ruled on the Eleventh Circuit petition, and he was the one who decided to write legislation from the bench and try to figure out a way that the workers who were being referred by Crew One were no longer employees of Crew One but were employees of someone for the purposes of the act. And it looked like at that point that all of the work we had done would be for naught.

But if it weren't for the work of the International leveraging contracts and relationships that they had with 17 other amphitheaters, we were able to get an agreement with one amphitheater in July of '16. Because of the work that was done by the International, we were able to successfully complete that season's worth of work. And because of that season's worth of work, and again going back to the International and getting additional training, getting three OSHA 10 classes, getting a rigging class done, we were able to add two additional amphitheaters in the beginning of '17.

So as of now, because of what has been done, there are three contracts for amphitheater work in Atlanta. And all of that came about because the International was able to leverage the relationships that they had for Atlanta. And we thank you for that.

*(Applause)*

PRESIDENT LOEB: Thank you, Neil.

It should be noted that the perseverance of the Local and its willingness to continue to go back and go back and go back and organize is commendable.

We have labor contractors all over and we're trying to do everything we can to eliminate labor contractors. I spoke about this earlier in the week. The fact of the matter is Crew One was one and is one of the biggest labor contractors out there. They had all the work in Atlanta. When we leveraged Live Nation, frankly, built and worked our relationship, Crew One had to pack up and leave; and they're gone.

*(Standing ovation)*

So it can be done. Great work.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Egg Productions"

## EGG PRODUCTIONS

International Vice President John Lewis, Assistant to the President Sean McGuire and Local 849 President Gary Mitchell reported to the General Executive Board about the ongoing legal disputes between Local 849 and Egg Films.

Vice President Lewis reported that on April 17, 2013, the Supreme Court of Nova Scotia dismissed the Judicial Review application Egg Films filed disputing Local 849's certification as exclusive bargaining agent for Egg Films technicians. He explained that Supreme Court of Nova Scotia upheld the decisions of the Nova Scotia Labour Relations Board certifying Local 849 as the exclusive bargaining agent for Egg Films technicians.

Vice President Lewis went on to explain that pursuant to recent legislative amendments in Nova Scotia, Local 849 applied for and was ultimately awarded first contract arbitration with Egg Films after protracted unsuccessful attempts to reach a first collective agreement. A one-year contract was presented to Local 849 and Egg Films on September 19, 2013, heralding the end of what had been a long and difficult process. The first day of shooting under the newly implemented agreement successfully took place on December 10, 2013.

Vice President Lewis also reported that on November 14, 2013, Local 849 attended a Labour Board hearing into Egg's Unfair Labour Practice complaint alleging the Local had bargained in bad faith prior to the Labour Board's imposition of a first contract. On December 12, 2013, the Labour Board dismissed Egg's complaint. On December 9, 2013, Local 849 attended a Nova Scotia Court of Appeal hearing into Egg Film's appeal of the Supreme Court of Nova Scotia's April 17, 2013 decision to refuse Egg's requests to overturn the Labour Board's certification decision. In this further appeal, Egg claimed that the Labour Board (and the Supreme Court of Nova Scotia) was unreasonable in granting the certification and acted unreasonably by allowing the certification based on employees working for one day. The Court dismissed Egg's appeal. On September 25, 2014, the Supreme Court of Canada denied leave to appeal and awarded costs to the IA, thus putting an end to the ongoing litigation.

The Local has now shot 13 commercials in just over one year under its agreement with Egg. The agreement expired in September 2014 and the Local had commenced bargaining for a second agreement. After two relatively brief meetings the Local filed for conciliation and requested the assistance of the International. Assistant to the President McGuire has been assigned to assist the Local and bargaining dates have been set.

President Loeb thanked Local President Mitchell for the commitment and determination of the Local 849 executive and membership in remaining steadfast in the on-going disputes with Egg Films. President Loeb congratulated the Local on the Supreme Court of Canada decision and, in doing so confirmed that the IA will support any local union that faces similar adversity when trying to reclaim the IA's jurisdiction in the commercial production industry.

PRESIDENT LOEB: Microphone 4.

DELEGATE JENNY REEVES, Local 849: Mr. President, Jenny Reeves, Local 849, Motion Picture Technicians in Maritime Canada.

In March of 2011, I had the privilege of becoming the only person to gain my membership in the IATSE in the Egg Films organizing campaign.

*(Applause)*

And now six years later I proudly serve my Local as their President.

*(Applause)*

The Egg Films campaign was long and arduous and could not have been successful without the support of the International. I wish to acknowledge 849's former Presidents, Brothers Gary Mitchell and Marcel Boulet, for their tireless efforts; International Vice President

John Lewis, Assistant to the President Sean McGuire; and you, President Loeb, for your unwavering support and solidarity. I look forward to taking your powerful message of Growth Equals Strength back to our Local and continue grassroots organizing efforts. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Freeman A/V" (Gavel)

**FREEMAN A/V**

It was reported that International Vice President William E. Gearns, Jr. recently negotiated a three-year renewal of the national agreement with Freeman Audio Visual. The agreement provides for a 2.5% increase in wages in each year of the agreement and a .4% increase in the International's Training Trust Fund contribution in the first year of the agreement, bringing that contribution now to a full 1%. Riggers with Rope Access certifications will receive an additional $2.00 per hour added to their straight time rate when working as high steel riggers.

Job classifications were reorganized in the agreement and a new Addendum B was added that defines basic skill sets for different levels of audio visual technicians. This skill set sheet will be increasingly important as we set training goals for our Locals in order to expand our market share of labor in this industry.

The following local unions were added to the national agreement: Baltimore Local 19, Washington DC, Local 22, Los Angeles Local 33, Jacksonville Local 115, Tampa Local 321, Sarasota Local 412, South Florida Local 500, Orlando Local 631, Naples Local 647, Dallas Local 127, Ft. Worth Local 126, Phoenix Local 336, and Atlanta Locals 834 and 927. Under Vice President Gearns' direction, the Tradeshow Department has developed an implementation plan that will provide consistent outreach and assistance to each Local to ensure a successful transition to the agreement.

"Golf Channel"

**GOLF CHANNEL**

International Vice President Daniel Di Tolla, Broadcast Department Director Sandra England and International Representative John Culleeny reported on contract negotiations with The Golf Channel. As previously reported, in 2013 the IATSE won a representation election to represent technicians working on Golf Channel tournament broadcast events. The employees formed a bargaining committee and have been negotiating for over fifteen months. It is believed that this will be the first national contract conceived and bargained by and for daily hire sports broadcast technicians. While many important subjects have been resolved (including job security provisions and "just cause" discipline), issues related to benefits and economics remain unresolved.

A proposal was presented to the company, which the committee believed was the bottom line that would guarantee a contract successfully ratified by the employees. After twice missing its deadlines for a counterproposal, the company responded with an unacceptable offer that was far inferior to the Union's. Nonetheless, the company's proposal will be submitted to the employees for an approval vote after the company furnishes a voter list. Simultaneously, a strike authorization vote will be taken. It was noted that the company's offer will likely be rejected and that strike authorization is expected to be overwhelming. The employees remain resolute. They are determined to reach a fair agreement and hope to bring the negotiations to a close shortly.

President Loeb remarked that he suspects the technicians will stand strong. Bargaining cannot be expected to go on forever, but the IA would not support the company's offer. President Loeb also stated that the crew should know the International will continue to support them during these pivotal and strategic negotiations.

PRESIDENT LOEB: Microphone 3.

DELEGATE JOHN CULLEENY, SR., Local 748: President Loeb, members of the Board, last night I was talking to many of our Golf Channel –

PRESIDENT LOEB: Name and Local number.

DELEGATE CULLEENY: I'm sorry, John Culleeny, Local 748.

Last night I was able to talk to some of our members who are in Britain doing the British Open. After calling and polling everybody in this decertification election, we're polling really well.

But they also wanted to say – and I was remiss in saying this yesterday – thank you so much, President

Loeb. This has been a four-year battle and you have stuck behind us and given Sandra England all the resources that this union could do to give this what appears to be hopefully a victory and to tell Golf Channel and BC Universal no more givebacks. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you, John. All my favorite companies on two pages.

*(Laughter)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Canadian Health Plan"

## IATSE CANADIAN HEALTH PLAN

International Vice Presidents John Lewis and Damian Petti and International Representative Julia Neville reported to the General Executive Board on the status of the Canadian Health Plan since they last reported at the July Board meeting in Seattle.

Since its inception, the Plan has grown to include twenty Canadian IATSE Locals, two staff plans and one non-IATSE group, Actsafe. The aggregate total premium under the plan is now $18,519,500, an increase of 50% since the Plan renewal on July 1, 2014. This is due to the expanded participation of Local 891, which was already participating for life insurance benefits. On November 1, 2014 Local 891 expanded its participation to include Health and Dental benefits. The Local also transitioned its administration services to the provider for the Canadian Plan, J & D Benefits. Two projects in the works for 2015 include meetings to discuss the possible alignment of plan designs to increase savings while at the same time maximizing benefit coverage for members and meetings to discuss the possibility of establishing a retiree plan model. The Plan will be renewing on July 1, 2015 with Great West Life.

All Locals participating in the multi-local trust now use J&D Benefits to administer their plans which ensures the professional handling of all premium payments and record keeping as well as compliance with federal and provincial regulatory requirements.

A total of 25 Canadian Locals have signed a reciprocal benefits agreement to flow health benefits for their members, including recent signees Locals 118 and 461. This agreement allows benefits earned by members working outside of their local jurisdiction to flow to their home Local plan provided both Locals are signatory to the agreement.

President Loeb thanked Vice Presidents Lewis and Petti, Representative Neville, and the Trustees for their hard work in making the Plan become a reality and congratulated them on the Plan's continued growth and success. President Loeb noted that although the Plan allows Locals to tailor their own specific plans, he encouraged participating Locals to consider the possibility of consolidating local union plan designs to increase the possibility of cost savings.

PRESIDENT LOEB: Microphone 4.

DELEGATE CINDY JENNINGS, Local 129: Cindy Jennings, Local 129. As a small Local with less than 200 members, we had traditionally not been able to provide significant insurance of any kind to our members due to the high cost of premiums. The creation of the Canadian National Health Care Plan with its collective buying power and flexibility has enabled us to provide life insurance, AD&D, EAP, prescription drugs, and most recently dental coverage. The former structure and professional management of the plan has made it possible for us to negotiate employer contributions in all of our collective agreements.

On behalf of my members, I would like to thank you for your support, Vice Presidents Lewis and Petti and Special Representative Julia Neville, and all involved for all the work that makes it possible for me and my Executive to better the lives of my members. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Cindy.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"National Food Drive"

## NATIONAL FOOD DRIVE

International Vice Presidents John Lewis and Damian Petti reported to the General Executive Board on the Canadian Office's proposal to establish a National Food Drive to take place in April and May 2015 in conjunction with the National Hunger Awareness Week (May 4 to 8, 2015) and Food Banks Canada.

Vice President Petti explained that in Canada, the demand for assistance from food banks is steadily on the rise. Each month close to 850,000 Canadians are assisted by food banks, and 36.4% of those helped are children and youth.

As part of the mandate of the IATSE to engage in activism, IATSE Canada has set a goal to raise awareness of Canadian hunger and also do something to improve the situation nationally. Starting in February 2015, all Canadian Locals will be encouraged to participate in a National IATSE Canadian Food Drive to take place in the months April and May of 2015. Vice President Petti advised that IATSE Canada is in the process of registering this national campaign and putting together promotional materials which will be available in March 2015. Each Local will be asked to try and raise at least either one pound of food or two dollars per member to be contributed to their local food bank, with a national goal set at 25,000 pounds of food, or $50,000.00 Canadian dollars.

Locals are also being encouraged to schedule an event for Hunger Awareness Week. Social media, including the IATSE Canada Facebook and Twitter accounts as well as individual Local accounts, will be used to promote this initiative and celebrate all milestones and achievements.

President Loeb applauded IATSE Canada's efforts to become engaged in social activism and its decision to focus its efforts on such a worthy cause. President Loeb encouraged all Canadian Locals in attendance to participate in the food drive and rally support for the initiative with their area industry partners.

PRESIDENT LOEB: Microphone No. 4.

DELEGATE JONQUIL GARRICK-REYNOLDS, Local 471: Mr. President, Jonquil Garrick, Local 471, Ottawa, Ontario. Brothers and Sisters, I would like to express my profound gratitude to International Vice President Damian Petti for spearheading the Every Plate Full Food Bank national food drive.

I grew up poor and I grew up hungry. My family experienced food insecurity for years. The food bank kept us in good health, able to attend school and employment, and gave us the energy to keep trying.

This campaign is one that sustains the basic union principle of solidarity. I would like to applaud International President Matt Loeb, the General Executive Board, Krista Hurdon, Nate Richmond for their support, and encourage all IATSE Locals to assist this worthwhile cause or their Local food bank. Thank you very much for helping to feed children.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Anthony DePaulo, Daniel E. Di Tolla, Michael Barnes and John Lewis, International Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft Joseph Hartnett, and International Representatives Brian J. Lawlor and Peter Marley updated the Board on the activities in Stagecraft since the 2014 Mid-Summer Board meeting in Seattle.

*Local 127, Dallas, TX*

Local 127 and the Dallas Center for the Performing Arts went into negotiations over their collective bargaining agreement in October 2013. The contract expired on December 31, 2013. The Local was having difficulties with negotiations as Management had rewritten the entire contract. International Representative Chris "Radar" Bateman was assigned to assist Local 127 in May 2014. After taking time to understand the changes proposed by Management, Representative Bateman worked with the Local to draft a counter proposal.

Management had made proposals of punitive changes to the contract. The team was able to hold off on many of the substantial changes proposed by Management and clarified working conditions for the department heads and over-hire stagehands.

Wages will be increased over the term of the collective bargaining agreement as well as yearly increases to the IATSE National Health & Welfare Fund. The Local also secured improved working conditions. The membership of Local 127 ratified the contract in early December and has implemented the conditions.

*Local B-26, Minneapolis, MN*

Representative Bateman was also assigned to assist Local B-26 with negotiations at the Minneapolis Historic Theater Group, the presenters of Broadway Across America and Concerts at the Orpheum, State, and Pantages Theaters. This contract has been extended for a year because of the evergreen clause.

During negotiations the bargaining committee was successful, increasing wages and annuity and the health insurance contributions for full-time employees. Local B-26 ratified the agreement.

*Local 274, Lansing, MI*

After a summer of negotiations, International Representative Joseph Short and Local 274 were able to successfully negotiate a four-year deal with Michigan State University. The highlights of the agreement include expanded jurisdiction covering the entire campus and yearly wage increases.

This is an extremely important contract for Local 274 as it represents significant work opportunities for the membership.

*Local 24, Toledo, Lima, Marion, Bowling Green, Tiffin, Findlay, OH*

With the assistance of Representative Short, Local 24 negotiated a three-year deal with the Valentine Theatre that contains annual annuity contributions and improvements in work conditions.

*Local 101, Niles – Warren – Youngstown, OH*

After having not worked at Packard Music Hall in fourteen years, Local 101 worked a call of over thirty people on November 10, 2014. A new management company has taken over the facility from the city of Warren, Ohio and has hired a production company that has experience with the IATSE. This is extremely significant. A new agreement covering the Hall was reached and Local 101 welcomes the opportunity to provide professional service to Packard Music Hall. This new agreement will go a long way in creating work for a local union that is really in need of employment for its members.

*Local 205, Austin, TX*

International Representative Joel Youngerman was assigned to assist Local 205 in organizing the house staff at the Long Center for the Performing Arts. The venue is home to Austin Lyric Opera, Ballet Austin, and Austin Symphony, in addition to numerous other events throughout the year. The Opera and Ballet have collective bargaining agreements with Local 205 and labor beyond the house staff has been provided by Stage Alliance with whom the Local also has an Agreement.

The Union won the February 18, 2014 NLRB election by a 5-0 vote and contract negotiations began at the beginning of April. The negotiations concluded on November 11th. The agreement includes pension benefits and IATSE Training Trust contributions and a signing bonus.

*Local 191, Cedar Rapids – Waterloo – Dubuque, IA*

International Vice President John T. (Jack) Beckman was assigned to assist Local 191 in negotiations with Venueworks, a company that operates the Paramount Theater and the McGrath Amphitheatre in Cedar Rapids. Vice President Beckman and Local 191 were able to conclude negotiations for an agreement covering Paramount and McGrath that significantly improves wages and conditions at both venues. The Local had previously been in the McGrath Amphitheater under a rate card.

*Updated IATSE Pink Contract Database*

As reported at the last Board meeting, the Department is still in the process of updating the Pink Contract database system. The database was started several years ago in line with the creation of the IATSE online system of which many Local Secretary-Treasurers are familiar. With the database developer WinMill, and help from IATSE IT Administrator Jimmy Rainey, phases one and two are complete and are successfully being used now in the General Office.

Some of the changes that have implemented include:

- Adding contact information for members on Yellow Card crew lists

- Adding the show "Open Date" to the Show information pages. (Previously, it only had the date the passports were issued as the start date.) This is helpful to track and address the issues that more shows are previewing longer before having an official "opening".

- Including the new tiers negotiated in the Non-League agreement

- The ability to scan and save Pink Contracts into the system, and they are now saved with each individual member record

- Search for multiple members under Pink Contract

- Search for multiple shows under Pink Contract

- Search and report all the shows under each type of contract

- Search and report on all the shows by producer under contract

Phase three was the last major step and was completed on January 22, 2015, and is beginning to be tested. The major changes resulting from Phase 3 include:

- Creating an auto-generated email system to send emails to local union officers, Head Carpenters, and Wardrobe Supervisors after the second scheduled stop on the tour. These emails contain the new electronic yellow card and white card with information on how to complete one each. With this change, the previous manner of generating emails manually will be eliminated.

- Additional areas in the show pages of the database for Representatives to track their visits with the crews on the road. This includes an area for the Representatives to give feedback they receive from the road crew from their visit. This information may then be printed in a report specific to each show, contract tier, or producer to better track concerns of the members for future negotiations.

*Local 417, Fayetteville, NC*

International Representative David Garretson was assigned to assist Local 417 in bringing the Crown Complex in Fayetteville under the International's Global Spectrum contract. The Crown Complex is a large county-owned campus consisting of a 10,800-seat coliseum with a minor league hockey team in residence, a 2,400-seat proscenium theatre and a convention hall. Global Spectrum was awarded the management contract in November, 2014. Global Spectrum and the IATSE have an excellent relationship through the work of Vice President Barnes.

Local 417 services the Crown Complex. The Local's members and referents receive wages and benefits contributions commensurate with other Locals that work under the Global Spectrum Agreement.

*Local 115, Jacksonville, FL*

Representative Lawlor was assigned to assist Local 115 with the renewal of its agreement with the six facilities managed by SMG within its jurisdiction. Local 115 members primarily work at the Times Union for the Performing Arts and the Veteran's Memorial Arena, although the Ritz Theatre and Museum were accreted into the Agreement in 2013. After two bargaining sessions spread over two weeks, the parties were able to come to an agreement that provides for appropriate wage increases for each of the three years as well as increases to both the IATSE Health and Welfare, and Annuity Funds. Additionally, the Employer agreed to contribute to the IATSE Training Trust in the first year of the contract. The agreement was overwhelmingly approved at the Local's October membership meeting.

*Local 412, Sarasota, FL*

In the Spring of 2014, Local 412 requested assistance from the International for the renewal of its agreement with the historic, ornate 1,100-seat Sarasota Opera theatre in downtown Sarasota. Representative Lawlor was assigned to assist the Local. After several bargaining sessions over a two month period, a new three-year agreement was reached that accomplished many of the Local's goals. It was noted that this is the first three-year agreement the Local enjoys at the building, and they achieved real protection by a strengthened grievance procedure. Wages were improved for both the full time and seasonal employees and other value added changes were made to the agreement. It was overwhelmingly endorsed by the Local's membership and signed by the respective parties in early September.

*Local 631, Orlando, FL*

Representative Lawlor serves as a Vice-President of the Service Trades Council, a consortium of unions that bargain collectively with the Walt Disney Company for their operations in Orlando. The contract covers of 30,000 full and part-time employees that are covered by two separate but similar agreements. The unions involved are two UNITE/HERE! Locals, a Teamster Local, a UFCW Local, a TCU/IAM Local, and IATSE Local 631. Representative Lawlor was assigned by President Loeb to represent the International in these negotiations and to assist Local 631 concurrently. The contract has been in effect for over forty years and is a challenge to negotiate as the needs of the six Locals involved are diverse and the IATSE represents the smallest group of employees within the Council. Bargaining began in early March for a March 31st expiration date, but was quickly extended until July 17th as side letter negotiations ensued with most of the affiliated local unions. Two weeks of bargaining took place in June and the parties reconvened in mid-July when a tentative agreement was reached for a 66-month agreement, an hour before the expiration.

The contract calls for significant wage increases for new employees over a 42-month period, reasonable increases for employees within the wage ranges, and moderate increases for long-time employees. The contract will be re-opened after 42 months for wages only. As Local 631 and the Teamster Local represent mostly long-term employees, both felt the proposal did not satisfactorily compensate the cast members

for their long-time service to the Employer, so neither Union supported the tentative agreement. A vote by the Council was conducted on August 1st, and even though the IATSE and the IBT were not supportive, the contract was endorsed by a two to one margin. This is the first time the contract passed on the first try in well over thirty years. Several weeks later the parties reconvened and the contract for the part-time employees was negotiated and approved in short order under the same parameters as the full-time agreement.

In February of 2013, Local 631 requested assistance in making sure the Local was positioned to service a new multi-theatre facility being constructed in downtown Orlando and Representative Lawlor was assigned. Discussions ensued once the appropriate personnel was hired by the facility. By late September, an agreement had been negotiated. This new agreement is held directly with the facility, provides guaranteed employment for the Heads of Department, and improves the wages, benefits, and working conditions. The agreement was presented to the membership at its October meeting and passed unanimously. The facility includes a 300-seat theatre, significant common space, and fundraising continues for a 1,700-seat Ballet/ Symphony house.

*Local 647, Naples, FL*

Local 647 requested assistance in bargaining for a successor agreement with the management of the Artis Naples, previously called the Naples Philharmonic, and Representative Lawlor was assigned. The contract expired at the end of September and was concluded the second week of October. The contract had been gutted in 2008 during the economic downturn and the Local put forth a very aggressive proposal. Through tough bargaining, the Local achieved most of its goals including language submitted by the Stagecraft Department relative to the Yellow Card system, a guarantee of monies for training and travel to workshops and conferences, as well as improved wages and meal monies for symphony run outs. The Local ratified the three-year agreement in late October.

*Local 784, San Francisco, CA*

Representative Marley was assigned to assist Local 784 in its negotiations with the San Francisco Ballet. The contract remains open.

*Local 768, Los Angeles – Long Beach – Pasadena – Santa Monica – Cerritos, CA*

Representative Marley reported that negotiations for the Pasadena Playhouse are complete. The Local was able to secure a two-year term with increases to health care contributions and wages. In addition, the Local was successful in improving conditions. The company agreed to honor Yellow Card productions.

*Local 706, Hollywood, CA*

Representative Marley assisted Local 706 in its negotiations with Disneyland Resort in Anaheim, California. The Local successfully concluded its negotiations with the company, and the Local's membership ultimately ratified the agreement.

*Local 917, Atlantic City, NJ*

Vice President Barnes assisted Local 917 with its various Casino negotiations. The Local's contracts with Caesars, Bally's, Showboat, Trump Plaza, Trump Taj Mahal, Resorts, Golden Nugget and Tropicana expired in 2014. The news going into negotiations reported economic turmoil and potential casino closings slated for Atlantic City. During the negotiations, four of the twelve casinos (Revel, Showboat, Trump Plaza and Atlantic Club) closed with reports that a fifth (Trump Taj Mahal) would follow. Coming off a concessionary bargaining cycle three years ago, the Local set an agenda which included significant wage increases, establishment of new benefits, exclusive hiring hall language and new contract language reflective of other IATSE agreements. The drastic differences in the Employer and Union's expectations made the negotiations a long and difficult process.

The Tropicana was the first to agree to a one-year deal that included wage and benefit increases, exclusive hiring hall language, and contract language proposed by the Union. Caesar's, Bally's, Resorts and Golden Nugget followed up for agreements that include wage increases, exclusive hiring hall language, and favorable contract language. Showboat and Trump Plaza closed during the negotiations. The future of gaming in Atlantic City is uncertain despite the gains made by Local 917 in its collective bargaining agreements.

## Global Spectrum

Vice President Barnes reported on Global Spectrum buildings in various jurisdiction and assistance to the following Locals:

*Local 918, Anchorage, AK*

Vice President Barnes worked with Local 918 regarding a newly constructed Global Spectrum building in Anchorage. Representative Bateman was assisting the Local in other matters and provided help in assuring the transaction and staffing of the Global Spectrum building went smoothly.

*Local 510, Fargo, ND*

The Business Agent for Local 510 is currently supplying crews and doing payroll for Fargodome.

*Local 200, Allentown, PA*

The newly constructed 10,000-seat plus arena opened in September 2014. Local 200 is successfully staffing 100 plus stagehand calls. Vice President Barnes and Assistant Director Hartnett met with the Lehigh Valley Locals in September and covered a number of the International's initiatives including organizing. The facility has provided an enormous boost to the work available to members of Local 200, exhausting the current roster on most shows. The Local is organizing new members.

## Canada

Vice President Lewis reported that Canadian Representatives have been busy working with Canadian Stage Locals since the General Executive Board meeting held in Seattle. The International has been assisting local unions in twenty-two separate negotiations. Some of these negotiations are for first agreements.

The International is assisting in some capacity with fourteen organizing campaigns and continues to see improved efforts by a number of local unions to maintain and increase their work jurisdiction. This applies to both small and large Locals as well as newer Locals and some of the International's oldest Locals. It was noted that it is quite satisfying to see a number of local unions attempting to organize for the first time in a number of years.

In light of the ever increasing workload, and mindful of the need to focus on the future and possible succession planning, Vice President Lewis advised the Board that a new International Representative, Jason Vergnano, has been appointed to work in Canada. Representative Vergnano proved to be committed to organizing when he was the Business Agent for Local 56 in Montreal. He has fresh ideas with respect to collective bargaining and is bilingual, which was an issue that needed to be addressed.

International Representative Peter DaPrato conducted a COMET training course with the members of Mixed Local 709 in Newfoundland and Labrador. The Canadian Affairs Department intends to bring COMET training to at least two (2) Locals each year, and to assist in that regard, Representative Vergnano will receive training to be a trainer of the COMET course.

*Local 859, Atlanta, GA*

Trustee White reported that Wardrobe Local 859 had been working at the Fox Theatre for years under a rate card. The Local began organizing in 2013. The Fox agreed to a card check and it was conducted in December 2014. Local 859 established that it represents a substantial majority of the wardrobe workers at the Fox. The parties are now in negotiations for a contract.

*Local 306, New York, NY*

Vice President DePaulo assisted the Ushers and Ticket Takers of Local 306 in their negotiations with the Broadway League, achieving a four-year contract with wage and benefit increases.

*Local 829, New York, NY*

Vice President DePaulo assisted Local 829 in its negotiations with the Shubert Organization for a new contract covering Bill Posters. A new agreement was reached with wage increases in each year, and increased paid vacation time. Vice President DePaulo also assisted the Local with its Showtime-on-the-Piers contract resulting in the company contributing into the Local's pension plan for the first time. The agreement also included wage increases.

*Locals One, 306 and 764, New York, NY*

Vice President DePaulo successfully concluded negotiations for a new contract for the Off-Broadway production of "Avenue Q". The agreement covers Locals One, 306, and 764 and it achieves wage increases and an improvement in sick days.

*Rachael Ray Show / Wardrobe and Make-Up and Hair*

In 2008 the "Rachael Ray Show" technical crew was organized. At that time the International approached the wardrobe and make-up and hair departments, but they were uninterested. The International recently negotiated the third contract for the technical staff and shortly afterwards, the International was approached by the wardrobe, and make-up and hair workers about organizing. CBS agreed to a card check which was conducted in December. An agreement for those workers has been concluded, and will provide for health and retirement benefits consistent with the existing contract.

*Touring Shows*

There are currently thirty-six shows touring; twenty-two for non-League companies and fourteen for League companies. The non-League shows are comprised of 2 Full Pinks, 3 Modified, 3 SET, 4 "M" tours, and 11 "S" tier shows. Among the League tours are 7 Full Pinks, 3 Modified, and 4 SET tours. In

anticipation of this touring season, the International's accounting firm was asked to assist in constructing spreadsheets that will automatically calculate the overage that is owed once the box office reports have been input. There is a dedicated clerical in the General Office who enters all the financial information from the weekly box office reports the touring companies are required to submit. The International has also asked the stewards on each show to report any overage payments they receive so those figures can be compared to the calculations indicate is owed. The International is currently auditing one Modified show from the 2013-2014 season and will select shows from each of the non-League companies for auditing at the end of this season. The International expects to have sufficient data on overages to enter into the 2016 negotiations with a clear understanding of its effectiveness.

Fifteen of the current touring shows have been visited by an International Representative and an additional ten visits are scheduled. It is the Department's goal to visit every show at least once during their itinerary, with particular attention to the lower tier shows.

The Department had its first video conference with pink contract employees in October. Contract employees working on Broadway were invited to the IATSE National Benefit Funds office where they were able to ask questions about benefits from the Fund Administrator, and then follow up with Co-Directors Di Tolla and DePaulo, and Assistant Director Hartnett. The reports from the road have been overwhelmingly positive. The Department intends to continue its outreach to the road by improving and formalizing communications with the traveling membership.

President Loeb noted that a tremendous amount of activity has been geared toward servicing and assisting the small Locals. He asked that the Department continue to make sure it connects with and represents the Road. He observed that in addition to those reporting, that he encourages Locals to rid themselves of rate cards. President Loeb also recognized International Vice Presidents Craig Carlson, Jack Beckman and Damian Petti, as well as a number of International Representatives, some of whom were not at this Board meeting, are all very busy doing a fantastic job representing and assisting Stagecraft Locals.

President Loeb also reminded local unions that they can be autonomous and self-reliant, but they should seek the assistance they need. He expressed his appreciation for the work of the Department.

PRESIDENT LOEB: Microphone 1.

DELEGATE DARRELL STARK, Local 917: Mr. President, Darrell Stark, Business Agent for Local 917. IATSE Local 917 Stagehands, Atlantic City, would like to thank International Vice President Michael Barnes for his over 15 years of dedicated assistance for this Local as an assigned representative of the International during contract negotiations in Atlantic City. This Local has had extremely difficult negotiations over the years with incalcitrant employers and difficult economic times in Atlantic City.

Local 917 would never have been able to take the fight of a better contract without your assistance and the financial assistance of the International Defense Fund, and we thank the Fund for that assistance.

Vice President Michael Barnes assisted Local 917, and he continues to work for better economic levels and benefits during our current 2017 and 2020 negotiations. Thank you for the continued assistance of the International and also the specific assistance of the office and staff of the Secretary-Treasurer for all the assistance in operating the Local. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 4.

DELEGATE BRUCE HUDGENS, Local 115: Mr. President, Bruce Hudgens, Local 115, Jacksonville, Florida. We would like to thank you for your ongoing support with our contract negotiations with SMG in Jacksonville, and specifically Representative Brian Lawlor. Your assistance has been extremely beneficial and we've always had substantial gains in our negotiations. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 7.

DELEGATE NIKKI COMBS, Local 205: Mr. President, Nikki Combs, Local 205. Local 205 thanks you for assigning Representative Joel Youngerman to assist us in successfully organizing and executing our first contract with the Long Center for Performing Arts. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE STEPHEN VANCIEL, Local 631: Mr. President, Steve Vanciel, Local 631 in Orlando, Florida. We just want to express our great appreciation for all the support you've given us in negotiating with the Disney Company. The contract noted in the report here is currently up for the wage reopener, and we hope we can apply the resolution passed earlier for the $15 minimum wage in this negotiation. They are trying to bring in technicians with college educations in the $14-an-hour range.

We're also appreciative for the support in negotiating with the Dr. Phillips Performing Arts Center. That contract is also currently being renegotiated, and we appreciate all your assistance with both of these. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Motion Picture and Television Production Department" (Gavel)

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Lewis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe and International Representatives Jamie Fry, Scott Harbinson and Lyle Trachtenberg reported on the activities of the Motion Picture and Television Production Department since the last Board meeting.

Vice President Miller reported on the status of the Basic Agreement and Area Standards Agreement (ASA), both of which expire July 31, 2015. As previously reported, preparations for these negotiations are ongoing. In September 2014, President Loeb convened a meeting of the West Coast Studio Locals in Los Angeles and a conference call of Studio Mechanics Locals and others working under the ASA. The AMPTP has agreed to meet in April in order to negotiate for successor agreements. Quality of life issues and New Media productions are anticipated to be priorities in both of these negotiations, in addition to wages and benefits. Vice President Miller reported that proposals from all of the affected Locals were due on January 16th. As part of the preparation for bargaining, the IATSE has engaged the services of David Binder Research to conduct a series of focus groups designed to solicit direct input from the membership. These focus groups were conducted in Los Angeles and New York and will provide useful insight heading into negotiations. Segal Consulting has been engaged to provide actuarial and health plan consulting for the negotiations.

As previously reported, the International and Local 481 engaged in arbitration against NBC/Universal regarding the coverage of Coordinators under the Area Standards Agreement. Vice President Miller reported to the Board that the IA prevailed in this arbitration. The arbitrator ruled that the work determines coverage under the Agreement, not the title given to the employee. The IATSE and NBC/Universal finally resolved the back pay issue prior to three additional days of hearing that were scheduled for November. The expansion of the Coordinator classification continues into IA departments that have not traditionally utilized Coordinators. This expansion impacts the existing crew in these departments by reducing the employees in traditional IA classifications.

The Department continues to organize and negotiate contracts for distribution via the Internet. Amazon, Hulu, Netflix, Crackle and You Tube are some of the distributors of new media content that the IATSE has negotiated contracts. Negotiations for New Media productions are being done with benefits, terms and conditions that are appropriate for the budgets in which they are being produced. This is consistent for both AVOD (Ad Supported Video on Demand) and SVOD (Subscription Video on Demand). The antiquated provisions of the New Media side letters are being utilized less and less and no new companies are able to access it. This continues to be a priority and the Department anticipates addressing it at the bargaining table next year with the major studios.

The AICP Television Commercial Agreement currently has over 430 signatory companies and an additional 15 companies have signed the term Independent Commercial Agreement. Policing this agreement continues to provide challenges as companies continue to produce non-union. Two notable commercial organizing victories recently are a Ruffles Commercial by Big Breakfast Productions and a six-day Adidas commercial by Mental Entertainment.

It was reported to the Board that ten budget compliance audits were concluded for the IATSE by Nigro, Karlin and Segal and nine are pending. Of the ten concluded audits, eight were found to be in compliance and two voluntarily reported their

overage and paid the crew retroactively at the proper rates.

Since the last report to the Board, seventeen new companies have signed the term agreement package. In addition to new term companies, the Department continues to pursue organizing opportunities in all areas of production. Several organizing victories were reported, including reality productions *Shah's of Sunset, Sex Box* and *'Bama State Style*. Reality TV entities Reveille, Endemol and Core Media have merged to create a giant independent television company. This will create opportunities and challenges as two of those three companies are signed to IA agreements. Other organizing wins include the features Battlecreek in Mississippi and Extortion in Puerto Rico, as well as the production company Echolight Studios.

The Department has successfully renegotiated agreements with Fremantle Media that contain provisions for triple time after fifteen hours of work in addition to industry standard wage and benefit provisions.

Vice President Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the Local 873 Term Agreement and the Local 411 Term Agreement. There are now 301 companies signatory to the Canadian Binder Agreement and 197 to the Canadian Local Unions Term Agreements.

In August, Assistant Department Director Holtgrewe and International Representatives Mark Kiracofe and Julia Neville joined Locals 600, 669, 800, USA829, 839, and 891 in Vancouver at SIGGRAPH. This is a large computer graphics convention that attracts workers and employers from all areas of computer graphics, visual effects and technology.

In Oklahoma, a group of motion picture technicians had been working to organize the jurisdiction for a number of years. With the assistance of the International, Oklahoma Locals 112, 354, 904 and Texas Studio Mechanics Local 484 agreed to a voluntary jurisdictional agreement that expands the motion picture and television jurisdiction of Studio Mechanics Local 484 to include the State of Oklahoma.

Vice President Miller reported to the Board on the issues surrounding the computer hack of Sony Pictures, the impact on our members that are or have been employed by Sony, as well as the steps being taken by the International and Sony to protect the privacy and personal information of IATSE members.

President Loeb noted the hard work and dedication of the staff and representatives in the Motion Picture and Television Department.

"IATSE Trade Show Department" (Gavel)

## IATSE TRADESHOW DEPARTMENT

International Trustee C. Faye Harper, International Representatives Mark Kiracofe, Don Gandolini, Joanne Sanders and Brian Faulkner reported to the General Executive Board on the status of the Tradeshow Department since its last report in Seattle.

*Savannah Local 320*

International Trustee Harper was assigned in November 2013 to assist Local 320 in negotiations with Global Experience Specialists (GES). Negotiations began in late January 2014 and a tentative agreement was reached on August 12, 2014. The result was a two-year agreement with weekend overtime, 18% in benefits, a 1% contribution to the IATSE Training Trust Fund and a 2% wage increase in the second year. Local 320 Business Agent Matthew Williams stated that although negotiations were ongoing for months and concessions were made, the Local was pleased to have its first Tradeshow contract. In November 2014, the Local filled its first labor call for the Rock and Roll Marathon under the new contract.

*Birmingham Local 78*

Trustee Harper was assigned to assist Local 78 Birmingham, AL. with the implementation of the PSAV National Agreement. Birmingham was one of ten cities identified by the employer for expansion of the agreement to include rigging.

In accordance with the Tradeshow Department's outline for the implementation of these agreements, Trustee Harper met with Local 78 Business Agent Allen Langston, Assistant Business Agent Jay Parker, Secretary Dennis Parker and several members of the Local in January 2015 to discuss customer service issues and dress codes. Over the next several months, Trustee Harper will work with the Local to schedule Customer Service training, assess the skill levels of current Riggers, and determine future training needs.

*PSAV National Agreement*

Vice President Gearns recently concluded negotiating the addition of the following four cities to the PSAV national agreement: Denver Local 7, Seattle

Local 15, Salt Lake City Local 99 and San Antonio Local 76. An additional nine cities were added as "rigging only cities" including Columbus Local 12, Cleveland Local 27, Portland Local 28, Birmingham Local 78, Tampa Local 321, Sarasota Local 412, Raleigh-Durham Local 417, Atlanta Local 834 and Atlanta Local 927. The Memorandum of Agreement was signed by the employer on January 23, 2015. All affected Locals will be notified of this action.

*PSAV - Las Vegas Local 720*

Vice President Gearns, along with Las Vegas Local 720 President Dan'l Cook and Business Agent John Gorey recently settled a five-year agreement with PSAV. The new contract has a front-loaded wage and benefit package that averages 2.9% per year. Martin Luther King Day was added as a new holiday.

*Lancaster Management, Inc. –*
*Iowa City Local 690*

In June of 2014, Local 690 Business Representative Roman Antolic reached out to the International regarding the Local's long running relationship with Lancaster Management, Inc. As a result, Representative Sanders was assigned to engage the Employer in negotiations for a collective bargaining agreement. After several exchanges, Lancaster accepted the Union's proposal. The contract was based on Local 690's area standards. It provided for wage increases of 3% per year for the next five years as well as contributions of 1% per year to the IATSE Training Trust Fund. Most importantly, it eliminated a rate sheet which provided little, if any, protection for the Local.

*Lancaster Management, Inc. –*
*Des Moines Local 67*

In October of 2014, Local 67 reached out for assistance with tradeshow employers. Representative Sanders was assigned to assist the Local. At the time, the Local had no collective bargaining agreements covering tradeshow employers in its jurisdiction. Initially, Lancaster was approached because a few of Local 67's members had worked for the employer over the last several years. Lancaster was agreeable to negotiations, but expressed some concerns about the ability of the Local to provide a qualified workforce. Nonetheless, a four-year agreement was secured, with wage increases from 1% to 4% over the term and 1% contributions to the IA Training Trust Fund. Representative Sanders will work with the Local to build a relationship with the employer and address training issues.

*Freeman AV Contract Implementation*

Representative Sanders has been assigned to assist several local unions that have been assumed under the Freeman AV National Agreement. These include Local 19, Baltimore; Local 22, Washington D.C., Local 115, Jacksonville; Local 321, Tampa; Local 412, Sarasota; Local 500, South Florida; Local 631, Orlando; and Local 647, Naples.

During the last quarter of 2014, the leadership of each of these Locals was introduced to the implementation process in order to ensure a successful transition to the agreement. Most of them are assessing and cataloguing the skills of their members. Some have completed that task and have developed the classification lists as defined in the contract. Customer Service Training and identifying future training needs are priorities for each Local.

In addition to the above outreach, Representative Sanders assisted with the AV Essentials Training for four of the Locals including South Florida, Orlando, Baltimore and Washington D.C. In each case, Customer Service Training was presented as part of the curriculum. Since AV Essentials training is limited to 28 participants, it is imperative that local unions schedule additional sessions for Customer Service Training to capture the majority of each Local's membership.

*Local 835, Orlando, FL*

Representative Sanders was assigned to assist Local 835, with a series of grievances against GES. The majority of the grievances involved misclassification of employees as "new hires" instead of journeymen, resulting in payroll shortages and/or non-payment of benefits. There were mitigating factors and the employer was arguing that the grievances were not timely. The Local argued that the employer ignored attempts by the Local early in the procedure to rectify the payroll issues, thus creating delays affecting timeliness. Once past this, both parties worked toward resolution. In the end, the Local secured a settlement of nearly $10,000 covering all affected employees and the misclassification issues were resolved to the Local's satisfaction.

*Local 504, Orange County, CA*

Representative Faulkner was assigned to assist Local 504 in managing its work on Blizzcon, a large industry show held annually at the Orange County Convention Center. Several other labor organizations in the area claim jurisdiction for the production including the Teamsters; IBEW; Decorators and Sign Hangers; and Painters. While these Unions hold contracts with the tradeshow companies in the region, the majority of work for this show is done

by the IATSE under a Southern California Regional Agreement with In-House Productions of Las Vegas.

As the show grows each year, Pat Bash, owner of In-House Productions and member of Local 720, continues to expand his hold on the labor for the show. Each year, the influx of other labor organizations and company representatives threatens to erode that hold as they seek to capture some of the work from show management. As Audio/Visual components expand, future shows will require more and better skilled workers. Local 504 recognizes this challenge. The Local is committed to improving its training program to address these needs. More importantly, it recognizes that the audio visual market in Southern California is vastly under represented and the Local is prepared to take advantage of this organizing opportunity.

*Local 363, Reno, NV*

Local 363 was able to conclude negotiations with Tropicana Entertainment for the bargaining unit at MontBleu, its property in Lake Tahoe, CA. Prior to the first meeting, the Employer ended health care contributions for all full-time employees at the property, regardless of representation. The Employer made further demands for concessions in retirement, vacation, working conditions, and other economics. Nonetheless, a three-year agreement was ratified on August 12, 2014.

Under the agreement workers received significant pay increases in the first year to offset the loss of health care, with additional increases in years two and three. Employees now earn overtime after ten hours in a day, where previously it was only after forty straight-time hours. Minimums increased to five hours. These changes brought the MontBleu to parity with other Casino contracts in Reno. Language was negotiated into the contract stating that if the company or its successors reinstate any of the terminated benefits, bargaining unit employees' benefits would be reinstated. While the contract is less than ideal, the Local succeeded in maintaining a presence in the Lake Tahoe market.

*Local 415, Tucson, AZ*

Representative Faulkner was assigned to assist Local 415 in renewing its agreement with GES which expired on November 30, 2014. Negotiations took place in early December 2014. Modifications to the agreement include improvements to the labor request notification process, additional increases for ETCP Certified Arena Riggers, and economic increases of approximately 2.5% per year over the three-year term.

Local 415 was under contract with US Expo and contract negotiations had begun to renew the agreement. Representative Faulkner was assigned to assist the Local. U.S. Expo was then acquired by Shepard Expositions. Negotiations resumed with Shepard in September 2014 in anticipation of an October ratification. A tentative agreement was reached with the Operations Manager, subject to approval by the General Manager. After several attempts to reach the Employer were ignored and requests for information went unanswered, Representative Faulkner informed the General Manager that the Local was prepared to file a ULP charging the company with failure to bargain in good faith. Shortly thereafter, the Employer requested additional dates for bargaining. As a result, a tentative agreement is now in place with official ratification set for early February. In addition to significant improvements in economic conditions, the Union's steward is now recognized as a lead employee.

*Local 50, Sacramento, CA*

Sacramento Local 50 has had a long history with Freeman Decorating Services, a General Service Contractor working in the Sacramento Convention Center. Over the last several years the relationship has been under a payroll service. Representative Faulkner was assigned to assist the Local in negotiating a contract with Freeman.

Bargaining began before the Christmas holidays. A tentative 3.5-year agreement was reached on January 8, 2015. The Local's bargaining committee, despite initial resistance, is confident in their ability to ratify the new deal. The agreement maintains the vast majority of the Local's conditions, secures the work long term, and provides annual economic increases after normalizing the rate disparity.

Further investigation yielded fourteen other "contracts" with various Tradeshow and Display companies that did not include the International as co-bargaining agent. Most of these were actually rate sheets, the result of which created a huge disparity in wages. That disparity affected the Freeman negotiations, but with normalizing, has now created a basis to go forward and establish area standards for the Local's other employers.

*Fort Lauderdale Convention Services*

Representative Gandolini was assigned to assist South Florida Local 500 in negotiations for a contract renewal with Fort Lauderdale Convention Services. Negotiations began in late September. The largest show under this contract is the annual International Boat Show. The company requested a wage freeze

after reporting that the luxury boating/yachting industry had suffered a downturn in recent years resulting in lackluster sales and participation in these shows. Nonetheless, a new three-year agreement was reached, providing 2%, 2.5% and 3% annual wage increases. Benefit contributions were frozen at their current levels. Contributions formerly made to Local 500's Education Fund have been reallocated to the IA Training Trust Fund.

*New Orleans Freeman Freight Negotiations*

Contract negotiations for a first time agreement between New Orleans Local 39 and Freeman are ongoing. Vice President Gearns is spearheading the effort. Negotiations have been scheduled periodically over the past eleven months. Much of the language has been resolved and it is anticipated that economic proposals will be addressed at the next meeting.

The primary concern at this stage in the process is keeping the bargaining unit employees informed and encouraged. Local 39's Business Agent and Representative Gandolini have visited show sites and responded to workers' concerns. Local 39 hosted a Christmas party for the workers that was well attended and helped to boost morale.

*New Orleans Decorator Negotiations*

As reported at the Mid-Summer Board meeting in July 2014, a new five-year agreement was concluded with Shepard Exhibition Services, Local 39's largest tradeshow employer. The Local sent that agreement to the remaining signatory employers. A handful eventually signed off on the new contract, but many did not. In December the Local filed ULPs on employers that did not respond. As a result, most of the non-responsive employers have agreed to execute the new contract.

*Exhibition Services and Contractors' Association (ESCA) - Labor Council – Customer Service Program*

At the 2014 ESCA Summer Educational Conference, Representative Gandolini and GES Senior Director of Labor Relations Guy Langlais became Co-Chairs of the ESCA Labor Council. One of the initiatives the council had been working on was a customer service program. The Teamsters, Electricians, Decorators, Carpenters and Stagehands all provided input in the creation of the program. An outline was presented to ESCA's Board of Directors in September. Having passed first review, the actual presentation was made to the Board of Directors at the annual meeting in December, after which it was endorsed. An implementation plan will be developed when the group meets at the Exhibitor Show in March 2015.

Last fall, Vice President Gearns was elected to ESCA's Board of Directors. Over the years this position has been controversial. Although Unions have been members of ESCA for years, its constitution was occasionally amended to permit or remove a labor representative from its Board. When ESCA recently attempted to again remove labor from the Board, the Unions objected and ESCA reconsidered. Vice President Gearns was sworn in as a Board member at the December 2014 annual meeting. As a result, the IATSE has become fully integrated in ESCA, providing input to unions and employers as well.

*Local 11, Boston, MA*

Representative Gandolini was assigned to work with GES and Local 11 to develop a supplemental agreement in advance of a big GES tradeshow in Boston. In the event the Teamsters were not able to fill GES' labor requirements, Local 11 would have something in place. The supplemental agreement was modeled after the Local's current EAC agreement and the Boston Teamster's agreement. As it turned out, GES did not need to supplement the calls. However, it demonstrates GES' willingness to rely on IA local unions. In addition, this provides Local 11 a template for establishing area standards going forward.

*Locals 7, Denver and 62, Colorado Springs, CO*

In October of 2014 Representative Kiracofe was assigned to assist Locals 7 and 62 with the renewal of their GES agreement which expired in December. Negotiations commenced in November. Local 7's priority was to increase contributions to its self-administered benefits plans. The final agreement provides a four-year term with 14.1% increases in wages and benefits. Additionally, conditions for traveling referrals were improved. Under the new agreement, minimums have increased to 8-hours on weekdays. On weekends, when no work is assigned, a 4-hour overtime minimum is in effect. Both Locals have ratified the contract.

*Local 69, Memphis, TN*

In Memphis, the contract with Freeman, Shepard and Heritage Exposition Services came up for renewal. Representative Kiracofe was assigned to assist Local 69 and negotiations took place over the last quarter of 2014. An agreement was reached for a five-year term with economic increases of 15.2%. This includes a .7% increase in the IA Training Trust Fund contribution

and first-time annuity contributions to the IATSE Annuity Fund.

*Local 322, Charlotte, NC*

At the 2014 Mid-Summer Board meeting, Representative Kiracofe reported on negotiations between Local 322, Motor Trend Auto Show, and their decorator to supply labor for their show in Greenville, South Carolina. After reaching a verbal agreement, the employer backed out and opted to use a labor contractor, as had been their practice. When Representative Kiracofe learned that this show was open to Exhibitor Appointed Contractors (EACs), he began contacting EACs with whom the IA had a relationship. As a result, an agreement was reached with Czarnowski for a first-time, three-year agreement. Under the agreement, at least twenty referrals from Local 322 worked during the week of January 14-19. This contract has the potential to get Local 322 back on the tradeshow floor at the Charlotte Convention Center. It also provides the Local with a standard agreement going forward to be used with other tradeshow contractors within their jurisdiction.

*Local 336, Phoenix, AZ*

Representative Kiracofe was assigned to assist Local 336 with the implementation of the PSAV national agreement in Phoenix. Local leadership identified qualified referrals based on the skill sets outlined in the contract. Representative Kiracofe also introduced leadership to the PSAV representatives serving the Phoenix area and recommendations were exchanged regarding training initiatives, referral issues and customer service.

As a result of building this relationship, PSAV supplied the equipment for the AV Essentials class that was held in Phoenix during the last week of August. Representative Kiracofe has continued to provide follow up with the Local. In September, two 4-hour orientation sessions were held which prepared over fifty referrals from Local 336 for introduction into PSAV's workforce. Local 336 is now positioned to grow its relationship with PSAV across the 30-plus properties the company services.

## Canada

When the International secured a national agreement with Freeman for the United States, the effort included Canadian Locals. Initially it was unsuccessful. The Canadian entity, working under the name of AVW Tel Av, was operated as a separate entity from Freeman in the United States.

Vice Presidents Gearns and Lewis continued to pursue an agreement in Canada. On two separate occasions they met with senior officials of AVW Tel Av at its head office in Toronto. After the first meeting, they provided a draft agreement to cover supplemental labour. The proposal included local area wage and benefit rates for the cities of Vancouver, Edmonton, Calgary and Winnipeg at the request of the company. The company did not respond to the proposal for months.

In the interim, Local 105 located in London, Ontario had been approached by the full-time shop employees of Freeman seeking representation. On July 24 the Local filed an application for certification. A representation vote took place on July 31. The employees voted unanimously in favour of the union. The Labour Board certified Local 105 as the bargaining agent for all employees of Freeman in London with the exception of technical services coordinator, clerical and sales staff. Negotiation dates are being scheduled.

Once Local 105 filed the application, the company immediately contacted Vice Presidents Gearns and Lewis, who indicated they would not interfere with certification by Local 105 and agreed to meet again. Follow up meetings were scheduled and some progress was made, but unfortunately, Freeman was not interested in pursuing a Canadian national agreement.

Local 105 is looking forward to upcoming negotiations. In the meantime, other local unions are reporting a significant increase in work performed for Freeman in the cities of Vancouver, Edmonton, Calgary and Winnipeg.

Once an agreement is reached in London, the International will renew its efforts to successfully bargain a Canadian national agreement with Freeman and establish wage and benefit rates for the four Western Canadian cities.

President Loeb congratulated the Trade Show Department on its recent collective bargaining and organizing successes. President Loeb noted that trade show work continues to be an important part of the IATSE's jurisdiction and a continued area of growth. For this reason, President Loeb stated the work the Trade Show Department does is integral to both securing continued trade show work opportunities for members across North America and ensuring IATSE members that work in this jurisdiction are covered by collective agreements that provide the terms and conditions these members deserve. President Loeb emphasized the need for all

Locals to focus on ensuring their respective members get the training necessary to service the employers in the A/V industry.

"IATSE Communications Department" (Gavel)

## IATSE COMMUNICATIONS DEPARTMENT

Director Emily Tao gave the Board an update of the Communications Department's activities since the August 2014 Board meeting in Seattle. The report covered the status of the International's communications networks, the Department's training sessions, and daily activities of the Department.

*IATSE Website*

The Communications Department continues to maintain the International's website with news, events, and member photos, as well as education opportunities and affiliate causes that the IATSE supports.

An Activism page is being planned for the website, where it will display digital copies of the Activism section of the Bulletin, in which an IATSE member is asked to describe what activism and being a union member means to him or her.

*Social Media*

The IATSE's social media networks continue to grow in number of followers and reach. As a reminder, it was noted that President Loeb is on Twitter at @ MatthewLoeb. Though his busy schedule does not permit him to tweet as often, his tweets have a high rate of engagement, meaning a lot of people read what he tweets and share it with their followers. His account was one platform used during The Met Opera campaign, where his tweets received anywhere from 25 to 60 retweets. When the average tweet has zero to 3 retweets, 60 is an excellent number.

The well-received IATSE Social Media Guide was updated in November to include more relevant case studies and updated screenshots, as Facebook and Twitter had updated their layouts.

*New York City Central Labor Council: Intro to Twitter Training*

The IATSE Communications Department led a digital training for the New York City Central Labor Council training series on November 5, 2014. About 50 people signed up to attend, representing unions from DC37, to the Transit Workers, to the Firefighters. Several IATSE New York Locals were also in attendance.

Communications Outreach Coordinator Molly Katchpole presented the basics of Twitter, including how to write a tweet, and examples of how Twitter can be used for organizing, publicity, and networking. An interactive portion at the end resulted in every student successfully tweeting about the class, hashtag and all.

Feedback to this training was positive, and the NYC CLC invited the IATSE to lead another training.

*Course: Strategic Corporate Research*

On November 17-19, 2014, the Communications Department attended the AFL-CIO Introduction to Strategic Campaign Research training in Linthicum Heights, Maryland.

This training was extremely informative, starting with an overview of the research process and delving into specific categories of research and how to conduct research most efficiently.

The Communications Department has supported a variety of campaigns, but not early enough to observe the planning and research stages. At the training, experienced union researchers repeatedly emphasized that strategic researchers work closely with communications and organizers to successfully execute a campaign.

With a better understanding of the entire research process, the Department is better equipped to provide support for IATSE campaigns.

*RootsCamp 2014*

On December 13-14, 2014, Communications Outreach Coordinator Katchpole attended RootsCamp in Washington, D.C. RootsCamp was held by the New Organizing Institute (NOI) and attracted over 2,400 activists and organizers to participate in an "unconference" where the agenda is created each day, instead of months or weeks in advance. This encourages discussion of topics that are not usually covered at typical conferences.

Since the 2014 election cycle had just ended, much of the programming focused on reflection and strategizing. Advocacy-based campaigns like fast food-worker organizing, climate justice, and racial justice sessions were also prevalent, and there was a significant labor presence. Molly attended sessions related to labor campaigns, midterm election issues, and graphic design.

Similar to the Netroots Nation conference that Coordinator Katchpole attended in July 2014, RootsCamp expands the IATSE's networks of labor

professionals and teaches best practices in progressive organizing, labor activism and digital communications. Coordinator Katchpole observed that labor presence was marked by large unions, and the sessions did not cater to smaller unions that have less communications resources.

*Communications Department: Daily Tasks*

The Communications Department continues to reach out to various local unions for photos, stories, and other content ideas. All kinds of content are written and edited for social media, press releases, websites, emails and occasionally Bulletin articles.

The 2014 U.S. Midterm Elections was heavily worked on by the Department, providing online promotion, email content, and supporting the IATSE's political actions.

The Department continues to work closely with the Education and Training Department to promote education opportunities to members. The Department assisted in publicizing two Hidden Career Path Days, held in partnership with the IATSE Education and Training Department and the Roundabout Theatre in New York City.

The Communications Department was heavily involved with The Metropolitan Opera campaign this past year. In anticipation of the next contract negotiations, despite it being a few years away, the Department has maintained the campaign's Facebook page to keep the community of 5,549 supporters engaged.

The Department also continues to work with affiliates to publicize causes. Recent topics include the ETCP Certification Exam, supporting the Walmart Strikers on Black Friday, and online promotion of the MPAA's new "Where to Watch" website, a U.S. directory of legally available movies and television shows.

Director Tao thanked the Department Directors and International Representatives for their constant aid with content and acting as a sounding board for story and content ideas. She also thanked the local unions for continuing to share stories and photos of the great work that their members do. Not only does it generate positive press for the Union, it can also benefit contract negotiations and organizing campaigns.

Thanks most of all to President Loeb for guiding the Communications Department in working to strengthen the Union and its membership.

President Loeb commented that communications supports everything the International does. The Department is recognized throughout the labor movement. There is nothing but success in the Department's activities. He noted his appreciation for the work done by Director Tao and Coordinator Katchpole.

"IATSE Education and Training Department" (Gavel)

## IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia White, Assistant Director of Education and Training Robyn Cavanagh, International Representative Ben Adams, and ICAP Chairman Alan Rowe reported on the recent activities of the Education and Training Department, which works primarily in three areas-Union Skills Training, Craft Skills and Safety Training, and Outreach to College and High School Students.

The Department continues to participate in promoting the ETCP Certification program. ETCP provides evidence of technical proficiency and professionalism in the areas of Arena Rigging, Theatrical Rigging, and Electrics. Having ETCP Certification shows which technicians are in the top third of the industry professionals in North America. Furthermore, to maintain certification, continuing education credits must be accrued to prove certified technicians are current with industry developments and practices.

All three ETCP examinations will be held at USITT in Cincinnati, OH on the morning of Saturday, March 21, 2015. Candidate information, including eligibility requirements and applications, is available on the ETCP website (http://etcp.plasa.org/usitt2015.html). Those unable to make it to USITT are encouraged to register and take an exam at one of over 190 computer-based testing centers across the U.S. and Canada. More information can be found on the website. Currently 58% of all certificates are held by IATSE members. Members can be reimbursed for certification fees through the IATSE Training Trust Fund (IA-TTF).

The IATSE Craft Advancement Program (ICAP) was established by President Loeb to spearhead the IA's overall safety and craft development projects. The members of the ICAP and the Locals that give them the support they need in order to do their work are: Joe Aldridge (Local 720), Paul Dean, Jr (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728).

One activity of the ICAP is to serve as an adviser to the IA-TTF. The ICAP members worked on the OSHA 10/General Entertainment Safety Training curriculum which has been completed and delivered to the IATSE Training Trust Fund. These eleven modules, a Student Handout book, and an Instructor Guide will go a long way toward raising safety awareness in our industry. With this curriculum complete, the ICAP will work with member OSHA Outreach Trainers across the IATSE to get this information out to our Locals and members.

The IATSE/USITT/OSHA Alliance is creating solid relationships with OSHA staff on both the federal and state levels. Last fall, ICAP Chairman Alan Rowe visited the OSHA offices in Washington, DC and met with several Compliance Officers, who increasingly recognize that our work differs from traditional industry and appear to approve our current safe practices. Compliance Officers are invited to attend our OSHA 10 classes wherever they are held and ICAP members are available to answer their questions. At the 2015 USITT Conference in Cincinnati on Monday, March 16 and Tuesday, March 17, members of the ICAP will be presenting an Entertainment Industry OSHA 10 class as part of the OSHA Alliance. IATSE members who are in the area or planning to attend the show should check out the details and register for the course, which will result in an OSHA 10 certificate, on the USITT web site at http://www.usittshow.com/#!session-schedule/c1a0c .

The ICAP also participates in standards promulgation, including a Fire Safety code. The National Fire Protection Association held the Code Making Panel meetings last week in Hilton Head, SC. Brothers Eddie Kramer of Local One, and Alan Rowe of Local 728 represented the IATSE and were joined by several IATSE allies from PLASA. The Code now goes to public review where anyone can comment on proposed standards. The National Fire Protection Association Conference will be held in Chicago this June and the ICAP has been invited to present a panel on Fire Safety System Inspection in Traditional Theaters.

It was reported that the Federal Aviation Administration recently released guidelines for the use of unmanned aircraft systems as aerial camera platforms. Through the Motion Picture Industry-Wide Safety Committee, ICAP members are helping to draft guidelines for the safe and legal use of this equipment.

The Event Safety Alliance (ESA) held its First Annual Safety Summit in Lititz, PA in early December. The ICAP has been involved with the ESA since its inception, after the tragedy at the Indiana State Fair. The ESA is primarily concerned with the outdoor live event portion of our industry where many of our members work. Vice President Tony DePaulo and Brother Eddie Raymond attended the summit.

The report included an update on the partnership between the IATSE and InfoComm International. As of January 1, 2015, the IATSE Training Trust Fund has assumed responsibility for the finances and scheduling of classes through the International's partnership with InfoComm, however, Representative Adams will continue his work relating to local unions and the IATSE/InfoComm partnership. All IATSE members are eligible to become members of InfoComm at no expense to them, and may then take a variety of free and discounted courses, online and in person.

Since the Mid-Summer Board meeting in Seattle, there have been AV Essentials Training sessions for Local 500, South Florida, Local 631, Orlando, Local 336 Phoenix, Local 22, Washington, D.C., Local 19 in Baltimore, and Local 15 in Seattle. This resulted in 140 members going through an intensive four-day training to prepare them to set up AV in hotel and convention center breakout rooms. At the end of the four-day class, participants have six months to complete the online portion of the course in order to receive the InfoComm/IATSE Live Event Technician Certificate. To date in excess of thirty members have completed this requirement and have been awarded the certificate. This is in addition to members who acquired their CTS certificates.

Locals that host this training are now also asked to provide two senior AV Techs from the Local (preferably CTS Certificate holders) to act as assistant instructors. The Education Department has developed a training package of materials for Local unions that mirrors the four- day AV Essentials class. The IATSE now has a step-by-step guide for qualified Local Instructors so that Locals may offer this training themselves. A "Train the Trainer" program through the IATTF will qualify instructors. Thus far, Locals 15, 500, and 631 have hosted Train the Trainer courses. If all guidelines are followed, members who are trained locally and complete all online requirements through InfoComm will receive the same certificate of completion as the members who go through the live Training Trust program.

For 2015, AV Essentials classes are being scheduled for Salt Lake, Atlanta, and Dallas. Locals interested in bringing this class to their city should contact the IATTF.

In October, InfoComm offered the IATSE a few slots at their CTS-I (Installation) class held in Fairfax, Virginia. The Department sent email blasts to the 130 IATSE members with CTS Certificates and five of them were able to attend this class, all on scholarship.

The big InfoComm show will be held June 13-19, 2015 at the Orange County Convention Center in Southern California. This is the largest pro-AV show in North America, and IATSE members are eligible for free admission and more special perks through our partnership.

It was reported that one of the areas stressed at the AV Essentials class is hospitality and client relations. This material can also be presented as a stand-alone course. Any local union that wishes to request this 90-minute class on customer service for its members should contact Representative Adams or the Training Trust Fund.

The Department also continues to offer Outreach Programs to colleges and universities and most recently at the North Carolina School of the Arts. This project is to expand awareness of the entertainment industry and crafts represented by the IATSE.

In New York City, the Department's programs for public high school students held in collaboration with Roundabout Theatres are more popular than ever, and none more so than "Hidden Career Path" days. At these events, students spend the day with IATSE teaching artists from a particular craft, in order to learn about what working on Broadway is really like. This year, the program has been expanded from three times per year, featuring Carpentry, Electrics, and Wardrobe, to five times per year with the inclusion of Sound and Hair and Makeup. The sessions are now hands-on, with students rotating from table to table, learning basic craft skills from IATSE members. The next Hidden Career Path Days will be for Wardrobe (March 6) and Carpentry and Props (March 31).

In 2014, The IATSE held the first sessions of the IATSE Officers' Institute. This weeklong intensive class, a "boot camp" for local union officers, provides a core level of knowledge on a wide range of topics affecting union administration, and leadership, with coursework especially designed to apply to long-serving as well as newly elected officers. The cost of the program is shared between the International and Locals: the International provides the instructors and materials and local unions pay for their transportation, lodging and per diem for any of their members that attend.

In 2014, the Officer Institute was offered in four locations – Philadelphia, Chicago, Los Angeles and Calgary. Ninety-seven local unions sent participants and 194 Local leaders graduated. Attendees included officers who have served for as little as five weeks to twenty years or more, in a wide range of leadership positions in their Locals. In addition, four District Secretaries have graduated from the course. Thus far, 69,642 of the 122,000 IATSE members in the US and Canada are represented by at least one officer graduated from the Institute.

The success has been a total IATSE team effort, including President Loeb's vision, the General Executive Board's leadership, hard work in planning by the Department Directors and Representatives, expert instructors, generous and flexible Host Locals and the most important component, the participants and their local unions who endorsed their attendance. Thanks were expressed to Locals 8 (Philadelphia), Local 2 (Chicago), Local 80 (Los Angeles) and Local 212 (Calgary) for opening their offices to the Institute for a full week.

Institute courses are taught by professional instructors and experts in their fields, and cover every aspect of union work. For every lesson, students are provided with checklists, best practices, presentations, exercises, and materials and, upon graduation, can access a web-based resource with electronic versions of all materials and presentations. Throughout the curriculum of the Institute, attendees are reminded that they are part of a much greater whole—the IATSE-- as well as the broader labor movement. They leave better equipped to lead their members and help each other. In 2015, the Institute will meet in New York City (March 30 – April 3), Atlanta (May 11-15), Las Vegas (September 14-18), and Toronto (October 26-30).

The schedule and application, along with more information about the IATSE Officer Institute are published in the IATSE Bulletin and posted on the IATSE website at http://iatse.net/member-education/iatse-officer-institute.

On Wednesday, January 28 at the Mid-Winter meeting of the General Executive Board, an Education session for Local Union Officers and International Vice Presidents, Officers, Representatives and staff was held, focusing again on the pillar of Activism, and building on the discussion at the previous Board meeting last August. Participants were asked especially to consider the year ahead to create and improve local union programs, assess the interests of union members and develop teams of activists within Locals to support this critical pillar. Allison Porter, a

consultant and instructor with Cornell University was the instructor for this session.

In addition, members of the General Executive Board, Representatives, and key staff will participate in staff training March 16-19 at the Maritime Institute in Linthicum, Maryland. This annual three-day session serves many purposes from strengthening skills and keeping current on trends in our work, to Department planning and cross Department collaboration.

This summer, there will be education sessions held at every District Convention. At the August 2014 Board meeting, it was announced that the topic for District training would be Health and Safety, and there will be a workshop held on the subject of Activism. The Health and Safety training previously offered is available on an optional basis to those Districts that request it.

The Labor Education Assistance Program (LEAP) continues to be very popular and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Information about LEAP is on the IATSE website. LEAP spending for 2014 was $11,147.45 in Canada, and $42,260.76 in the U.S. The total program spending to date (since September 2009) is $59,001.17 in Canada and $147,751.87 in the U.S. for a grand total of $206,753.04.

The AFL-CIO Bonnie Ladin Union Skills Training Program (BLUS) 2015 classes are now open for registration. The program, which was formerly operated under the auspices of the National Labor College, is designed for union leaders, staff and community activists and offers intensive hands-on training around the areas of collective bargaining; organizing; arbitration and grievance handling; leadership for new union officers; strategic campaigns for contracts; teaching techniques; and best financial practices. This is a great step for any union officer who wishes an in-depth course on a particular topic. Most classes are held at the MITAGS (Maritime Institute) training center in Linthicum, Maryland, near Baltimore. The Institute is located near BWI airport, Amtrak, and I-95 and more information about the facility is available on its website at: www.ccmit.org.

The IATSE Road Show presentation "Why Unions Still Matter" is presented at each session of the IATSE Officer Institute and is available for local unions to bring to their own cities. Members come away from the session with a better understanding of the strong connection between unions, a healthy middle class and strong economy. U.S. local unions that are interested in bringing the Road Show to their city should contact International Representative Joel Youngerman, and Canadian local unions that wish to see the Canadian version should contact International Representative Peter DaPrato.

"IATSE Broadcast Department"

## IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England along with International Representatives Fran O'Hern and John Culleeny reported on the Department's activities. It was reported that the Department has been actively working in both new and long-established jurisdictions with members, employers, and new organizing contacts. The Department has consistently pursued wage and benefit increases for members, and sought to build increased communication and support within the Broadcast Locals.

*Overview of Regional and College Sports Networks*

The Broadcast Department reported to the Board about current content providers and distributors in college and regional sports. Areas where the IATSE has formed new Locals were identified as were areas that are unorganized or represented by another union. Analysis was provided that addressed the opportunities and impediments that exist in new organizing; steps that the Department will take to insure strong contracts; and actions necessary for local unions to get the support they need.

*Steward Training*

The Department continues to provide steward training for Broadcast Locals. The Department's goal is to provide people with an understanding of the contracts they are covered by, the meaning behind contract language, and Weingarten protections in the workplace. The trainings also demonstrate the workings of the registration and referral processes in the Locals' respective markets. With well-trained stewards, the local unions are better able to enforce their contracts and monitor employer compliance with hiring rules and registration lists. Those who receive the training become more involved in the operation of their Locals. Rank and file members are reminded of the importance of their local union and receive a better understanding of their own role in the solidarity that keeps the Union strong.

*Local 100, New York, NY*

Local 100 has completed negotiations with three out of the four major broadcast crewing contractors in the

New York City area. The completed agreements will be imminently sent out for ratification. Local 100 will also soon begin negotiations with the YES Network for a successor agreement. The Local recently hired a full-time Business Agent and is committed to continuing its organizing efforts. With continued growth, the Local anticipates being the predominant labor force in the market.

*Local 414, State of Wisconsin*

Representative O'Hern reported on the newest local union in the Broadcast Department, Local 414, which covers the State of Wisconsin. It was reported that the Local's first agreement with Fox Sports Net Wisconsin has been completed. On December 3, 2014, the broadcast technicians working for Fox Sports Net Wisconsin on the broadcast of a Milwaukee Bucks game earned benefit contributions while working under a union contract for the first time. The contract resulted from months of successful organizing, a triumphant representation election, and diligent work by the Local bargaining committee.

The process of setting up the regular operations of the Local is underway. The Local's current members have written a draft constitution and started receiving membership applications. It is anticipated that the Local will be fully functional by the summer.

*Local 745, State of Minnesota*

The Department continues to assist Broadcast Locals with activities that strengthen their importance to their members. Local 745 in Minneapolis completed a drive to organize previously unorganized employers within its jurisdiction. The Local is now working to secure contracts with those employers. The Department has met with bargaining committees for the Big Ten Network, Mobile TV Group, and Program Productions. Most recently, a committee from Local 745 has been working with Department Representatives to develop a tiered contract to capture new work at lower division colleges using a new class of equipment that falls in between traditional full broadcast equipment and prosumer gear. It is believed that Local 745 represents an example of a progressive local union working diligently to secure the future for its members. The Department offers its full support to such Locals.

*Locals 600, 695, 700, 795, 800 and 871, Los Angeles and San Diego, CA.*

With rights-holder and local crewing contractor agreements in place throughout Southern California, the Department has focused on national contractor agreements with Program and LDM. Two of the four national contractor agreements in Southern California are signed. The remaining two are near completion.

The Department continues to work with the Los Angeles craft Locals to strengthen solidarity among the various broadcast members working in that market. Unlike other mark ets, the Los Angeles broadcast freelancers hold membership in separate craft Locals instead of a single Broadcast Local. At a November 2014 meeting of craft Local representatives and members, strategies were discussed for enhancing cohesion among those individuals and strengthening their connection with the other broadcast members throughout the country. Members of the Los Angeles Locals have stepped forward to lend assistance to the Department on various organizing projects. Department Director England thanked the representatives of the Los Angeles Locals for their continued assistance in these efforts and commended their dedication to serving the interests of their broadcast members.

*Local 748, State of Arizona*

It was reported that in Arizona the Department has been working with Local 748 to secure new pre-season baseball work that otherwise falls outside Major League teams' broadcast obligations. It is expected that an agreement to cover an enhanced number of spring baseball games may involve reduced equipment, scaled down technology, and opportunities for training. The process has been complex and challenging, but it is believed that a solution is close.

*Local 793, States of Washington and Oregon*

Rights-holder agreements in Washington and Oregon are functioning and local crewing contractor agreements are mid-term. National crewing contractors Program and LDM have completed agreements for Washington, while resolution for their Oregon agreements has lagged. It is expected that they should be in place in February 2015, each retroactive to the expiration of their respective predecessor agreement. It was also reported that Local 793 is in the process of completing its first election as a combined Local.

*Local 796, State of Texas*

A regional sports network in Houston previously held by The Astros, The Rockets, and Comcast was sold to Root Sports, a division of Direct TV. Representatives of the Department, Local 796, and Root Sports have been working cooperatively to guarantee a smooth transition. The Local expects to begin bargaining with the new management as soon as all primary executives for the new region are in place.

*Big Ten Network*

Wisconsin Local 414 and Minnesota Local 745 both won elections with the Big Ten Network. The Locals formed a joint bargaining committee and agreed on a comprehensive contract proposal to offer to the Network. Negotiations have been ongoing and the parties have made substantial progress toward achieving an agreement that contains substantial increases in wages, benefits and other conditions.

*Organizing*

It was noted by Representative Culleeny that the Department has several ongoing organizing initiatives encompassing regional, college, and cable network properties. Markets in several Midwestern states have received particular attention. The Department has also had recent organizing correspondence centered on certain one-off content providers. The Department remains committed to securing good contracts, benefits, and conditions for IA members and workers in the freelance broadcast community.

President Loeb thanked the Department for its comprehensive report and its pivotal work. He commented on the importance of sustained organizing efforts in open markets and remarked that the IA will continue to fight for freelance technicians who wish to be represented.

PRESIDENT LOEB: Microphone No. 7.

DELEGATE WILL TINSLEY, Local 414: Mr. President, Will Tinsley, Local 414. I would like to personally thank the Broadcast Department for their help with our contract negotiations with Fox Sports Wisconsin and Big Ten Network.

Looking back, these were the two toughest negotiations I had ever been a part of. As well, these were also the first two contract negotiations I had ever been a part of.

*(Laughter)*

They got a little easier after that. But a big thanks to Broadcast Director Sandra England, Representatives Fran O'Hern, Steve Belsky and John Culleeny for all their help. Thanks.

*(Applause)*

PRESIDENT LOEB: Thanks.

Mike 5.

DELEGATE DOONER, Local 800: Mr. President, dooner, Local 800, Art Directors Guild. I rise to express our appreciation for the organizing efforts of this department. Under your leadership, Department Director England has guided an incredible team that includes Representatives Culleeny, O'Hern and Belsky in fighting for justice for workers at places like Golf Channel, PAC-12, and elsewhere.

There have been many victories over the past few years. And for those areas where workers continue to struggle, we know that with you and this group behind you, success is just down the road. Thank you.

*(Applause)*

PRESIDENT LOEB: Mike 3.

DELEGATE JOHN CULLEENY, Local 748: Mr. President, John Culleeny, Local 748, Broadcast. I just want to say that we continue to grow. We continue to organize nonstop. After this I leave right for North Carolina. We have other people who are going after Major League Baseball. If you're doing sports and you're coming into our town, we're going to organize you nonstop.

Thank you for all your support and help.

*(Applause)*

PRESIDENT LOEB: Thanks, John.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Canadian Affairs Department" (Gavel)

## IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice Presidents John Lewis and Damian Petti, Assistant to the President Sean McGuire, International Representative Julia Neville, Canadian Labour Congress Delegate Kelly Moon, Canadian Office Operations Manager Krista Hurdon and Canadian Legal Counsel Ernie Schirru reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Seattle (not covered in separate reports).

*Hiring of New International Representative*

Vice President Lewis announced the hiring of Jason Vergnano as an International Representative to assist in the increasing Canadian Office workloads. This hire is an effort by the Canadian

Office to better position itself for the future and succession planning.

*Local 58, Toronto - Stage*

Local 58 continues its impressive run in terms of organizing. On August 7, 2014, the Local filed for certification of the Daniels Spectrum, an arts and entertainment complex operated by Artscape in the Regent park neighbourhood in downtown Toronto. The Labour Board held a vote on August 14 but the ballot box remains sealed. Artscape is vigorously fighting this application and is asserting that it does not operate in the entertainment industry in an effort avoid application of the case law which establishes employee status on the basis of those employees working on the date of application. There has been one full day of hearing and a further five days scheduled. The International Defence Fund is supporting the Local in this matter.

*Local 63, Winnipeg – Mixed*

International Representative Barny Haines was instrumental in assisting the Local to secure an agreement to provide all stagehand and A/V labour to the Club Regent Casino operated by the Manitoba Lotteries Corporation (MLC), which is a provincial Crown corporation responsible for the conduct and management of gaming in the Province. The Club Regent Casino is the first new concert specific site of that size to be built in Winnipeg in over a century. It features a multi-tiered floor set on hydraulic lifts, which can easily be transformed from a 1,400 theatre setting to a cabaret for 700 people or a flat floor for banquets, trade shows or weddings. It also has state-of-the-art sound and lighting system and the latest in video technology.

*Local 118, Vancouver - Stage*

International Representative Julia Neville has been assigned to assist the Local on a number of collective agreements which are currently being negotiated. Of particular note are two agreements Local 118 recently concluded with the Vancouver East Cultural Centre – one covering stage and wardrobe and the other covering front of house. Highlights of the agreements include 11% wage increases over the term of the five year contracts, retroactive to June 2014 and coverage of a new venue, the York Theatre, which opened in December 2013.

*Local 210, Edmonton - Stage*

Local 210 has engaged in a successful organizing campaign in the fall of 2014. After a rather brief organizing campaign the Local secured sufficient membership cards and filed for certification of the MacLab Centre for the Performing Arts (MCPA) located in Leduc, Alberta on November 5, 2014, which is a 460-seat theatre style venue. On December 2, 2014, the Alberta Labour Relations Board certified Local 210 as the bargaining agent for all theatre technicians at the MCPA. The Local has commenced bargaining for a first collective agreement.

*Local 461, St. Catharines –Welland – Niagara Falls – Mixed*

In 2011, the Local organized the stage employees at Brock University. With the assistance of Assistant to the President McGuire, the Local was successful in its certification and in negotiating a first collective agreement and more recently, a renewal agreement.

In December 2013, Local 461 filed a sale of business/related employer application with the Ontario Labour Relations Board in response to the transfer of Brock University's theatre facilities to municipally owned and operated theatres. Two CUPE locals (inside and outside workers) have pre-existing "all employee" collective agreements covering all full-time City of St. Catharines employees. The City and Brock University have raised CUPE`s pre-existing "all employee" bargaining rights as a bar to the success of Local 461's related employer application. The International and the Local made several attempts to engage the leadership of CUPE, at the local, region, provincial and federal levels. It was reported that the IATSE was successful and the two CUPE Locals have now written to the Labour Board indicating they are not opposing the application filed by Local 461 and support the relief sought.

After meetings at the Ontario Labour Relations Board the parties have agreed to meet to discuss the outline of a voluntary agreement between the City of St. Catharines and Local 461. Assistant to the President McGuire is leading those discussions with representatives of the Local. The Local remains cautiously optimistic that an agreement will be reached and if not, they are prepared to proceed with our application at the Labour Board.

*Local 471, Ottawa – Kingston – Belleville – Mixed*

The Local has a collective agreement with the City of Ottawa which covered the Lansdowne Park/ Civic Centre Complex prior to its demolition. The City of Ottawa sold a majority of their ownership stake in the property to a new ownership group called Ottawa Sports and Entertainment Group (OSEG). Local 471

recently secured a first collective agreement with the OSEG. This avoided the possibility of commencing litigation at the Ontario Labour Relations Board to establish bargaining rights with OSEG.

*Local 669, Western Canada Camera & Local 891, BC / Yukon – Motion Picture Technicians*

The BC Council of Film Unions Master Agreement with the Alliance of Motion Picture & Television Producers (AMPTP) and the Canadian Media Production Association (CMPA) expires on March 31, 2015. The Council is comprised of IATSE Locals 669 (Camera) and 891 (Technicians), and Teamsters Local 155. The International has participated with the Locals in contract negotiations for the past several terms of the agreement. This past November, negotiations for the renewal of the Master Agreement began in Vancouver and continued in Los Angeles for two weeks in December. Fewer proposals were tabled by all parties than in previous negotiations. The primary focus of the bargaining was on wages and benefits, amending the New Media Side Letter to address higher budgeted productions and subscribed video on demand and the establishment of a mechanism and funding for safety and craft training. The parties were able to reach a tentative settlement on all outstanding items with the exception of wages and benefits. The parties ceased bargaining and no further dates have been set. Other ongoing and/or upcoming film negotiations in BC include the Directors Guild and the Union of BC Performers.

*Temporary Foreign Worker Program*

In recent months Canadian industries have been dealing with issues arising from amendments to Immigration Canada's Temporary Foreign Worker Program which were implemented in June of 2014. Since the last Board meeting, IATSE representatives have attended many government meetings regarding the film and television industry proposal, and concerns regarding the Temporary Foreign Worker Program. IATSE was asked to be the voice of all of labour in the industry in many of these meetings:

August 21, 2014 – Vancouver – MP Peter Julien (NDP) – Julia Neville

September 3, 2014 – Vancouver – MP John Weston (CON) – Julia Neville

September 4, 2014 – Toronto – ESDC Minister Kenney – John Lewis

September 5, 2014 – Toronto – CIC & ESDC – John Lewis & Julia Neville

September 15, 2014 – Ottawa – Prime Minister's Office staff – John Lewis

September 26, 2014 – Vancouver – MP George Heyman (NDP) – Julia Neville

October 6 & 7, 2014 – Ottawa – CIC – John Lewis, Damian Petti, Krista Hurdon

October 31, 2014- Montreal – ESDC - Michel Charron (Local 514) and Christian Lemay (Local 667)

December 8, 2014 – Toronto – CIC & ESDC – Barny Haines

*Motion Picture & Television Sector*

The most problematic issue in this sector was the reclassification of workers coming to Canada as "low wage" or "high wage" based on the Statistics Canada average wage for their classification, rather than what they would make while working in Canada. All actors were designated as "low wage", no longer eligible for expedited permit processing. Confusion and production delays resulted, requiring the Minister of Immigration to directly remedy more than one situation.

On September 20, 2014, the permit application forms were amended to classify workers as "low wage" or "high wage" based on their earnings while in Canada. This has resolved the most pressing concerns faced by productions.

The Canadian film and television industry submitted a proposal to the Canadian government in August 2014. It recommends the addition of an immigration model called the "International Mobility stream", an addition to the current "Temporary Foreign Worker stream" whereby employers with a union letter of concurrence could access a faster, less expensive process to bring workers into Canada. This proposal addresses current industry concerns with the Temporary Foreign Worker Program, including the requirement to transition workers to permanent resident status and caps on the cumulative length of time a foreign worker may be employed in Canada.

*Performing Arts Sector*

The concerns in this sector relate to the increased fees and restrictive permit limitations. However, the June 2014 amendments have had fewer problems than the film and television sector in terms of productions being affected by delays in permit processing and administrative confusion.

*Off-Year Convention*

The Canadian Off-Year Convention was held in

Halifax, Nova Scotia from September 19-21 and was the largest Convention ever with 122 guests and delegates. Some of the highlights of the Convention include:

Roll out of Why Unions Still Matter – Canadian edition

Guest speakers from CLC, Federations of Labour and the DGC and charitable organizations we support

Offered day care services for our members paid for by donations by Koskie Minsky, Great West Life, J & D Benefits and Aptus Benefits

We conducted first ever delegate survey seeking their feedback on many of the changes.

*Social Media*

Both Canadian Twitter & Facebook accounts continue to show steady growth. The Canadian IATSE Twitter account (@iatsecanada) has 1,193 followers.

At suggestion of Vice President Petti and with approval of President Loeb, Operations Manager Hurdon used Facebook's promotional tool to promote the IATSE Canada Facebook page. A budget of $300 was used at a rate of $24/day over a 13-day period. At the outset of the initiative, the page was at 1,748 likes. By the end, it was at roughly 2,500. For a relatively small investment, the number of "likes" of the IATSE Canada Facebook page increased by 500, which has expanded its reach significantly.

*Other Department Outreach and Activism Work Education*

Canadian Department continues to promote the IATSE and importance of unions in general to students. The most recent example is Operations Manager Hurdon assignment to speak to Sheridan College students in Oakville, Ontario.

*Canadian Institute of Theatre Technology*

IATSE was once again a major sponsor for the annual conference of CITT held in August 2014 in Ottawa, Ontario. IATSE was represented by Vice President Lewis, Representative Haines and Assistant to the President McGuire as well as by a number of local union representatives. Three days of education sessions, workshops, backstage tours, trade show, social events, and networking opportunities took place.

*The Congress of Union Retirees of Canada (CURC)*

CURC was founded in 1993 to bring union retirees together. It was chartered as an affiliate of Canadian Labour Congress and works closely with the CLC's provincial and local labour bodies. The president of CURC sits with voice and vote on CLC Canadian Council. Representative Haines attended a national meeting of affiliates of CURC in Ottawa on October 22, 2014. IATSE is now an affiliate and is represented at CURC by Representative Haines.

*Rallies*

IATSE Representatives and Staff in Canada have attended fourteen rallies, picket lines or demonstrations on issues such as raising the minimum wage and public healthcare. IATSE Canada has also lit virtual candles for murdered indigenous women. IATSE Canada has also supported the efforts of other trade unions including using social media to inform members of boycotts like the "Buy a Bottle, Not a Can" beer boycott in support of striking Steelworkers and encouraging participation in online petitions and email campaigns concerning Bills C-377 and C-525.

*Union Savings*

Union Savings is the provider of discounted products and services to Canadian union members. During the annual affiliates meeting in October 2014, Operations Manager Hurdon was elected to the Union Savings Board of Directors. IATSE Canada has always been a very active affiliate and is pleased to now have a voice on the Board.

*Actors' Fund Of Canada*

The Actors' Fund of Canada has strong support from IATSE across the country. In September 2014, Local 873's Mark Manchester was appointed to Board of Directors of Actors' Fund of Canada.

*Saskatchewan Federation Of Labour Elections*

The Saskatchewan Federation of Labour Convention was held in Regina in October 2014. Local 300 President Glen Green was re-elected as a Vice President representing unions with fewer than 1,000 members. Local 295 member David Phillips and Local 300 member Jennifer Rathie-Wright were also both elected as Alternate Vice Presidents representing unions with fewer than 1,000 members.

*The Reel Thanksgiving Challenge*

Locals 891 and 669 participated in the Greater Vancouver Food Bank's Reel Thanksgiving Challenge in the fall of 2014. BC film and television productions

challenged each other to a fundraising competition and set a goal to gather $25,000 in cash or food donations. The industry blew the goal out of the water, raising $63,652.40 in combined food and funds.

President Loeb congratulated the Canadian Office and the Canadian Locals for the outstanding work they do.

"IATSE Legal Department"

## IATSE LEGAL DEPARTMENT

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, Associate Counsel Adrian D. Healy, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

Several updates were reported concerning the National Labor Relations (NLRB). The NLRB now has five members confirmed by the Senate. For the past ten years there have been numerous vacancies on the Board, or members serving recess appointments. The newest member of the NLRB is Lauren McFerran. She was confirmed by the U.S. Senate on December 8, 2014, replacing Nancy Schiffer (former AFL-CIO Associate General Counsel) whose term as a member of the NLRB expired on December 16, 2014. Member McFerran previously served as staff counsel to the U.S. Senate's Health, Education, Labor and Pension (HELP) Committee, and as labor counsel to Senators Edward "Ted" Kennedy and Thomas "Tom" Larkin. Ms. McFerran's term will expire on December 16, 2019. The NLRB now has three Democrats: Chairman Mark Pierce, Kent Hirozawa and Lauren McFerran; and two Republicans: Phillip Miscmarra and Harry Johnson.

In was noted that in June 2014, the U.S Supreme Court issued its decision in NLRB v. Noel Canning. The Court found that recess appointments of Board members at the end 2012 were invalid because the Senate did not in fact take a recess. Therefore, more than 1,000 published and unpublished decisions issued between January 4, 2012 and August 2, 2013 were invalidated. Nearly 100 cases decided by the NLRB during that period were at the appellate stage. The Board is requesting remand in most of those appeals. Now that the NLRB has five confirmed members, many of the cases are being re-issued with earlier decisions reaffirmed.

In early December 2014, the NLRB adopted a final rule amending its representation–case procedures. The modest amendments are designed to streamline the representation process and are scheduled to go into effect April 14, 2015. Among other new provisions, representation petitions can be filed electronically, an initial hearing will generally occur within eight days after a petition is filed, and the employer will be required to submit a position statement (prior to a hearing) addressing issues related to the proposed bargaining unit. As part of its position statement, the employer will provide a list of prospective eligible voters (among employees), their job classifications, shifts, and work locations. The new procedures are expected to allow representation elections to be conducted as early as 21 days after a petition has been filed. In order to allow fair and free communications, voter lists must be furnished promptly by employers and must include employee personal phone numbers and email addresses to the extent the employer has such information.

It was reported that the NLRB issued several significant decisions in late 2014. The NLRB continues focusing on labor law protections for persons engaging in protected activities using social media. Employees have the right to talk to each other about their jobs and working conditions. The medium might be emails, Facebook, Twitter or some other platform. If the conduct is concerted (with and/or on behalf of a group), it will generally be protected under the National Labor Relations Act. Several of the NLRB's decisions establishing social media use as protected activity were impacted by the Supreme Court's decision in Noel Canning, but the Board has re-established that precedent. In December 2014, the NLRB also revised its former standard for deferring to arbitration decisions when an employer's conduct also involves certain violations of the National Labor Relations Act. The NLRB's new decision preserves access to remedies before the NLRB and more stringently examines the circumstances when an arbitrator is asked to decide whether or not an employer has violated the law in addition to a collective bargaining agreement. The Report also remarked upon a noteworthy decision involving IATSE Stage Local 142, Mobile, Alabama. Local 142 successfully prevailed in a case involving the operation of its hiring hall. It was reported that the General Executive Board, local union officers, and others may obtain a copy of the decision on the NLRB's website by locating case number 361 NLRB No. 156.

It was also reported that focus remains on the NLRB's treatment of "joint employers" (the definition that the NLRB applies to determine if more than one company is technically an "employer" under the law). As previously reported to the Board, the NLRB is expected to revisit the standard it applies to determine joint employer status in a pending case. The NLRB's decision in that case – called Browning-Ferris Industries – has not been issued. However, the NLRB

General Counsel has issued complaints in a number of cases alleging unlawful conduct committed by McDonald's restaurant franchises and their franchisor (the McDonald's corporation) as joint employers. The McDonald's cases are significant insofar as they signal the NLRB's continued focus on this area of the law.

The report also mentioned possible legislative ramifications for the NLRB in light of the November 2014 U.S. federal elections. For the first time in eight years, Republicans hold majorities in the Senate and House of Representatives and it is expected that congressional attacks on the NLRB may be accelerated. It was reported that Republican Senators Lamar Alexander and Mitch McConnell introduced a bill in September 2014 called the "National Labor Relations Board Reform Act." The bill would make a number of startling changes, including increasing the NLRB to six members. It would also include a mechanism to strip the NLRB of its funding over time if the NLRB does not issue timely decisions. It is believed that Senators McConnell and Alexander may seek to introduce similar so-called "reform" legislation in the new Congress. It was reported that such legislation, if passed, could move the NLRB to a state of near-paralysis.

The Legal Department's report also commented on two pending litigations involving the IATSE as a party. The Board was reminded that a number of people who were injured while attending an Indiana concert in August 2011 by the band Sugarland sued the International despite the International's non-involvement in the concert. It is believed that the Sugarland case will be soon resolved. It was also noted that another case involving a former member of IATSE Stage Local 21 is pending in federal court in New Jersey. The International is being represented by the Spivak Lipton firm in that matter.

Also highlighted during the Legal Department's report was a significant labor decision issued by the Supreme Court of Canada on January 16, 2015 in Royal Canadian Mounted Police Association of Ontario v. Canada. By way of background, there is federal legislation in Canada that served to preclude police officers from engaging in legitimate collective bargaining and having the right to choose a bargaining agent. The federal legislation imposed a non-unionized labor relations scheme on the officers. The propriety of that legislation was challenged on the grounds that it denied the officers of their right to freedom of association as set out in the Canadian Charter of Rights and Freedoms. The Supreme Court of Canada accepted that argument, re-confirming that the Charter did protect employees' rights to collectively bargain and that it also afforded employees a degree of choice and independence in choosing their bargaining agent. The Supreme Court also further refined its views on the purpose and scope of the freedom of association and has provided language that will be productively relied upon by the labor movement in the future.

PRESIDENT LOEB: Microphone No. 2.

DELEGATE ANTHONY PAWLUC, Local 44: Mr. President, Anthony Pawluc, Local 44, Hollywood, California.

I apologize for stepping off the convention floor earlier to take a work call from back home, but I did think it was important, in particular during the IA Legal Department Report and your appointment of Samantha Dulaney as General IA Counsel. This body would be remiss for not recognizing for the record Ms. Dulaney's promotion as head of our Legal Department.

I have known Sam for many years now. Her dedication to this Alliance is unwavering. She is brilliant, tenacious, competitive, aggressive when necessary, and at the same time one of the nicest people you'll ever know. I will never forget her support, patience and assistance when she assisted me with our Constitution and Bylaws overhaul. What an adventure that turned out to be.

Sam continues to lead the IA Legal Department under President Loeb with great professionalism, and I just wanted to say, thank you, Sam.

*(Standing ovation)*

PRESIDENT LOEB: Thanks, Anthony.

I believe Samantha is in the back of the room somewhere over there. Right there.

*(Applause)*

And for the record, she's our General Counsel; but she's not just an attorney, she's part of the IA family.

*(Applause)*

Microphone 7.

DELEGATE STACEY BONAR, Local 461: Mr. President, I'm Stacey Bonar, Business Agent from IATSE Local 461. I apologize I didn't make it to the light in time for the Canadian Affairs portion. Would it be okay if I spoke to that?

PRESIDENT LOEB: Sure, go ahead.

DELEGATE BONAR: I would like to thank President Loeb, the Canadian office, Assistant to the President Sean McGuire, and former President of Local 461, Doug Ledingham, for their hard work in securing a contract with the City of St. Catharines for the Theatrical employees at the First Ontario Performing Arts Center. This started out as a part of a five-year plan, beginning with an organizing drive at Brock University.

When the university's theater facilities were transferred to the City's ownership, we were faced with two Canadian unions of public employees, or CUPE Locals, with preexisting contracts with the City. Eventually, we were successful in engaging the leadership of CUPE, and ultimately, we were able to secure a long contract, a strong contract with the City of St. Catharines. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE National Benefit Funds (Gavel)

## IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr. and Daniel Di Tolla, International Trustee Patricia White and International Representative Brian Lawlor presented to the Board a report on the IATSE National Benefit Funds.

The National Benefit Funds continue to report consistent growth in their employer contribution income with a 13.80% increase in receipts for the first eleven months of 2014 as compared to the same time period in 2013.

As of November 30, 2014, the total net assets of the Funds have reached approximately $1.2 billion, which represents an increase of over 95% from only five years ago. The increase in net assets from year end 2013 through the first eleven months of 2014 was 9.51%.

The IATSE National Health and Welfare Fund now provides health coverage to 37,000 lives in its seven different options, which is an increase of 2,000 lives since the end of 2013. Now included in the plan offerings is Plan C4 which was launched on January 1, 2015 as a high deductible plan with essential benefit offerings. Benefits include medical, surgical, hospitalization and prescription drug benefits. Over 587 participants, not including dependents, signed up for this option which satisfies the requirements of The Affordable Care Act. This is yet another way that the Fund helps participants find the best fit, benefit and cost-wise, for themselves and their families.

The Funds' Office is presently undertaking the steps necessary to begin the processing of claims in-house for those enrolled in Plan C's Medical Reimbursement Option ("MRP"). Claims will continue to be processed by the outside administrator until the end of 2015. It is the goal and expectation of the Trustees to see improved service and claim turnaround when the change becomes operational on January 1, 2016.

The IATSE Annuity Fund, with assets held in individual accounts at MassMutual, has over 63,000 accounts as of January 1, 2015. This is an increase of over 8.4% from the same period last year.

The Funds released the Participant Portal of the new website on November 3, 2014. There has been a tremendous response to the site. The average number of unique visitors per month to the old site was between 5,000 and 6,000. In November 2014, the new website had over 16,000 unique visitors and the feedback has been extremely positive. Participants can not only make payments on the new site, but are able to upload documents for dependent registration, enrollment in the MRP Plan C option, designate beneficiaries and much more. The local union portal is in its final testing stage and is expected to be released within the next several weeks. All participating Locals will be notified by email and regular mail and will be provided registration instructions.

As was previously reported, the Fund Office signed a new fifteen year lease at its current location in New York City and in response to the continued growth of the Funds, the Office will be undergoing extensive renovations in order to facilitate projected expansion. The architect who designed the original Fund Office as well as the IA General Office has been engaged for this effort. All plans have now been approved by the Trustees and the New York City Building Department and it is expected that actual construction will commence towards the end of March. It will take approximately a year to complete given the complexities of performing construction within a fully operational office.

President Loeb noted the tremendous growth of the health fund and 63,000 annuity accounts. He further noted the solid administrative base of these funds and expressed his appreciation for all the hard work of the union-side trustees.

"IATSE-PAC Report"

## IATSE-PAC REPORT

The IATSE-PAC Committee comprised of Vice Presidents J. Walter Cahill, Thom Davis, Anthony DePaulo, John Ford, and Craig Carlson, as well as Assistant to the President Deborah Reid and West Coast Counsel James Varga appeared before the Board to present an update on the IATSE-PAC. It is noted that President Loeb is a member and sits as the IATSE-PAC Committee Chair.

As a follow up to both the Mid-Winter and Mid-Summer Board meetings, it was noted that President Loeb posed a challenge for 2014 to increase the number of regular monthly IATSE-PAC contributors to 1,000. The Board was reminded that one year ago in San Antonio, it was reported that the number of monthly contributors had reached 230, and in Seattle that number increased to 500. It was reported at this Board meeting that while the goal of 1,000 had not yet been reached, the number of monthly contributors did increase to 601. It was also reported that letters have been sent to a total of 88 members who were contributing monthly by credit card but whose credit cards expired. The total number of monthly contributors could potentially be closer to 700 if these contributors update their credit card information with the IATSE-PAC.

Additionally, it was reported again that more local unions continue to step up their efforts to increase the contributions by their members. Of particular note, were Studio Mechanics Local 476 that had a number of contributions sent in by its members, ATPAM members participated in a Gift Card Giveaway raffle in the fall, and once again the annual quilt raffle was held by Local 764 and raised over $15,000 which was the most ever since the Local began its annual raffles.

With regard to contributions made by the IATSE-PAC, during the 113th Congress a total of nearly $150,000 was contributed to sixty-one candidates for federal election (47 House and 14 Senate), and whenever possible, those contributions were hand delivered by International officers, representatives and/or local union officers. In addition, contributions were made to a total of nine state and local level candidates in the total amount of just under $21,500 in 2014 from the State and Local PAC of the IATSE.

As a follow up to the PAC report made with General Secretary-Treasurer Wood in Seattle, a third party administrator (PAC Services) has been engaged to administer the IATSE's political action transactions and is currently filing all compliance reports in states where our PACs are registered.

It was noted that some updates will be made to the information on the IATSE's website and when members access the PAC Contribution Page of the site they will be asked to register into the system. By registering, members will be able to access and make changes to their profile and keep track of their contributions. In addition, members will be able to utilize PayPal to make online contributions and it is expected that more contributions will be received since PayPal is used quite frequently. This new online contribution system is expected to be ready for use within approximately six weeks.

In conclusion, local unions were reminded to contact the General Office for more forms and other PAC materials that might be helpful to increase member contributions.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE BRYANT HOVEN, Local 764: Mr. President, Bryant Hoven, Theatrical Wardrobe Local Union 764. I'm the head tailor at the Metropolitan Opera costume shop. I want to thank you and my Local wants to thank you for your stewardship of the IATSE-PAC Fund. Because of the terse negotiations with the Metropolitan Opera in 2014, I became involved in our union's PAC Fund quilt raffle with our "Save the Met" quilt, as I realized the need for as much funding for the fund as possible. It is a pleasure and an honor to do this to support my IATSE brothers and sisters.

I strongly encourage every Local to think outside the box and come up with creative ways to make money for the IATSE-PAC Fund. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you. Wait one second. Can you tell us how much you've raised so far for the quilt that's here?

DELEGATE HOVEN: Shannon knows it.

PRESIDENT LOEB: Say it again.

DELEGATE HOVEN: $2,650.

*(Applause)*

PRESIDENT LOEB: Okay. Thank you very much for that.

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Tradeshow Participation" (Gavel)

## IATSE TRADESHOW PARTICIPATION

International Vice President John Lewis, International Representatives Mark Kiracofe and Brian Lawlor, and Assistant to the President Sean McGuire reported on the various tradeshows that the International has participated in as an exhibitor since the 2014 Summer General Executive Board, which included:

SIGGRAPH 2014 in Vancouver, BC August 12-14

LDI in Las Vegas, NV November 21-23

IAEE Expo! Expo! in Los Angeles, CA December 9-11

Representative Kiracofe expounded on the characteristics of each show and why it was beneficial for the IATSE to participate as exhibitors. He also reported that the IATSE would be exhibiting at the following shows between now and the summer General Executive Board meeting:

PLASA Focus in Orlando, FL February 17 - 18

EXHIBITOR2015 in Las Vegas, NV March 2 – 4

USITT in Cincinnati, OH March 19 – 21

InfoComm in Orlando, FL June 15-19

"IATSE Young Workers" (Gavel)

## IATSE YOUNG WORKERS

Communications Director Emily Tao, Assistant Director of Stagecraft Joseph Hartnett, Assistant Director for Motion Picture and Television Production Vanessa Holtgrewe, Local 764 Theatrical Business Representative Leah Okin, and Local USA829 Associate Business Representative Patrick Landers reported on the activities of the Young Workers Committee since the last Board meeting in August 2014. The Committee continues involvement with the AFL-CIO Young Worker movement and the 2014 IATSE Young Workers Conference.

*AFL-CIO Young Worker Advisory Council*

The IATSE continues to stay involved with the activities of the AFL-CIO Young Worker Advisory Council (YWAC). This year, the YWAC is putting together a directory of affiliate union young worker groups.

The AFL-CIO Young Workers also asked for rank-and-file members from affiliate unions to participate in their meetings. As of September 2014, Local 22 member Paul Kent represents the IATSE at the AFL-CIO Young Worker meetings. Brother Kent attended the 2012 IATSE Young Workers Conference and is head of the Local 22 Young Workers Committee. Paul had already been attending NOVA Y.E.L.L., a Virginia-based young worker group. The AFL-CIO's National Young Worker Coordinator has reported that Paul was a real value added in those first meetings.

The AFL-CIO will be holding a NextUp Young Worker Summit this March in Chicago, and Director Tao is in contact with them about how the IATSE can best add value to the Summit.

*Young Workers Conference 2014*

The third IATSE Young Workers Conference was held on October 2-4, 2014 in Portland, Oregon. The Conference had 100 total attendees representing 60 Locals from the United States and Canada. Members from a wide variety of crafts were in attendance. Two young members from BECTU also attended, representing the IATSE's sister union from the United Kingdom.

As with the 2012 conference, the demand was high. The objective of the 2014 Young Workers Conference was to encourage young workers to get active within their local union, politically, in their community, or in their workplace. Guest speakers and instructors focused around the idea of activism.

AFL-CIO Secretary-Treasurer Elizabeth Shuler kicked off the first day of the three-day Conference. She is a longtime advocate of young workers in the labor movement and it was inspiring to hear her talk about how far young workers have come in the past few years.

Oregon AFL-CIO President Tom Chamberlain closed out the Conference, advising members that while being a good, active union member is the tough choice, it is the choice that will benefit them the most.

Education sessions included an overview of the IATSE history and structure, COMET training, and Messaging for Unions. Time was allowed for discussion and questions – members gave feedback

that they appreciated being listened to instead of only being lectured.

The biggest part of the Conference was on the last day, where Local 764 Business Agent Leah Okin asked the attendees: "What will you do in the next year to get active?" The Young Workers Committee has been following up with members every three months to ask what they have done.

The Committee thanks everyone involved for their support in this successful Conference. President Loeb remarked that the International is committed to making sure the future is strong. He noted his satisfaction with the support shown by Locals for the Young Workers Committee, observing that Young Worker's initiatives are permeating the International. He expressed his appreciation for the work of the Committee and of all the Young Workers throughout the Alliance.

PRESIDENT LOEB: Microphone 2.

DELEGATE WILLIAM B. ARMSTRONG, Local One: Thank you. Will Armstrong, Co-Chair, Local One, Young Workers. President Loeb, speaking on behalf of the Local One young workers, I want to thank, commend, and applaud you for your swift and decisive action following President O'Donnell's speech this morning.

*(Applause)*

I salute you for immediately and forcefully representing the delegates in this room and IA members across our jurisdiction. You are indeed acting on the resolution we enacted this morning – be it finally resolved that each delegate present at this convention endeavor to address head-on any and all type of bigotry or bias against another worker, workers' rights or sex workers' rights.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Montreal Litigation AQTIS"

## MONTREAL LITIGATION: AQTIS

International Vice President John Lewis, Local 514 Business Agent Michel Charron and Local 667 Business Agent David Rumley reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

Commencing in 2004, the IATSE mounted a four year organizing campaign of the film industry in the province of Quebec. As efforts were increasingly successful a number of disputes arose with the Quebec-based labour organization AQTIS which culminated in the Quebec government enacting legislation that formally recognized the bargaining rights of the IATSE. Effective July 1, 2009, Bill 32 became law in an attempt by the provincial government to bring labour stability in the film industry by, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32, through the Quebec Labour Relations Board.

Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

Sector 1: For all non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

Sector 2: For all US productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

Sector 3: For all American independent productions with budgets of less than $35M; $1,615,000 for a 30-minute TV production; $2,690,000 for a 60-minute TV production and productions by Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than $35M; $1,615,000 for a 30-minute TV production; $2,690,000 for a 60-minute TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period in which any affected party can seek to raid the bargaining rights of another union or to ask the Labour Board to amend the 4 designated bargaining Sectors. After extensive consultation with Locals 514 and 667, the IATSE took

the position of maintaining the status quo. The open period commenced on April 1, 2014 and a number of applications have been filed.

The Directors Guild of Canada has filed three separate applications seeking to displace AQTIS for certain classifications. The IATSE is not intervening in these applications. On May 1, 2014, AQTIS filed an application to merge Sectors 3 and 4 and to represent all classifications within those sectors with a few small exceptions. On May 30, 2014, Locals 514 and 667 each objected to the AQTIS application and each filed an intervention.

The IATSE, through Locals 514 and 667, are advocating the position of status quo. IATSE is not seeking to amend the bargaining sectors established under Bill 32 nor is it seeking to displace any classifications currently represented by AQTIS. In objecting to the application filed by AQTIS, IATSE is seeking to have the application dismissed. The parties are in the midst of what will be a long hearing. To date, there have been seven hearing days with an additional seventeen scheduled up until June 2015. The International is supporting the efforts of Locals 667 and 514 through hands-on participation of Vice President Lewis and Canadian Counsel Schirru as well as the support of the International Defence Fund.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for the continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture industry in Quebec and defeat the AQTIS application.

PRESIDENT LOEB: Microphone 4.

DELEGATE CHRISTIAN LEMAY, Local 667: Mr. President, Christian Lemay from the International Cinematographers Guild, Local 667. On behalf of the Quebec workers of the film and television industry, I would like to express my gratitude to a few people starting with my home Local, Local 667, Ciaran Copelin, President, David Rumley, Business Representative, the entire staff and the elected members of our Local. I'd like to thank also the Canadian office, especially Vice President Lewis, Assistant to the President McGuire, International Representative Jason Vergnano, and more importantly, to you, President Loeb, for your great leadership.

You know our story. You know that story's behind us. When a rival union is attacking us, we have to fight back, and the IATSE Locals did it in the Province of Quebec. Since that attack is over, I'm very pleased to inform you that Local 667 bought an office in Montreal, a sign that we are there to stay and to serve those men and women of this great organization. Thank you again, President Loeb.

If you don't mind, I'm going to address some French words to my colleagues of Quebec.

*...Delegate Lemay addressed the delegation in French.*

*(Applause)*

PRESIDENT LOEB: Whatever you said, it impressed them.

*(Laughter)*

And thank you for your work. And you are there and you are permanent and you will have our support. And when other unions come after our jurisdiction, whether it's in Canada or the United States, we will fight for our rightful jurisdiction every time.

*(Applause)*

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Motion Picture Industry Pension and Health Plans, MPIPHP" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS (MPIPHP)

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other MPIPHP Directors Scott Roth, Ron Kutak, Patric Abaravich, Ed Brown, Tommy Cole and Colleen Donahue reported to the General Executive Board regarding the status of the MPIPHP. The combined value of Plan assets as of November 30, 2014, is approximately $8 billion. The Pension Plan held $3.3 Billion in assets, followed by the IAP with $3.8 Billion. The Active and Retiree Health Plans held $771 million and $81 Million, respectively. As of November 30th, the MPIPHP investment returns for 2014 were up by approximately 4.9%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that it is prudent to maintain this rate over the long-term for plans such as the MPIPHP.

The combined hours into the MPIPHP are 76 million. It is anticipated that this amount will meet or exceed 81 million hours for 2014, which is consistent with the MPIPHP totals for 2013. Employer hourly contributions of $676 million have been received as of November 30, exceeding the same period in 2013 by $38 million. This is due to the annual increase in wages as well as contracts that require higher hourly contributions into the plans such as the AICP, Music Video and many single project agreements. Residual contributions for 2014 also continue to exceed projections with $369 million received in 2014. This is an increase of $7 million over the same period in 2013.

The Active Health Plan has over 43,000 participants and approximately 94,000 covered lives, with an average annualized cost of $11,550 per participant. The Retiree Plan consists of 20,000 covered lives with an annualized cost of over $8,000 per participant. The total healthcare spend is estimated to be $621 million between the two Plans in 2014.

The MPIPHP reported that the reserve levels were at 19.8 months in the Active Plan and 10.2 months in the Retiree Plan as of November 30, 2014.

"NABET 700 and the IE Productions" (Gavel)

## NABET 700 AND IE PRODUCTIONS

International Vice President John Lewis and Canadian Counsel Ernie Schirru reported to the General Executive Board about the recent Ontario Labour Relations Board dispute over the "Idol's Eye" motion picture in Toronto.

"Idol's Eye" is a $24 million feature motion picture starring Robert DeNiro, Robert Pattinson and Rachel Weisz. This production was being produced by a number of entities including Benaroya Pictures, an IATSE signatory producer. "Idol's Eye" was originally scheduled to go to camera in Toronto in October 2014. Local 873 Business Agent Monty Montgomerie was in contact with the production company starting in August 2014 in an effort to confirm that it would be using Local 873 labour. The company's local staff refused to deal with Brother Montgomerie and had advised that the production would be going to camera using NABET 700 labour (a rival entertainment union in Ontario) instead of IATSE Local 873 members, but still intended on using labour from IATSE Local 411 for craft services and labour from IATSE Local 667 for its camera work. In response, a grievance was filed against Benaroya. Vice President Lewis, Counsel Schirru, Local 873 President Wayne Goodchild and Business Agent Montgomerie then sought the further assistance of Vice President Michael F. Miller, Jr. and Assistant Director of Motion Picture Dan Mahoney to commence a multi-faceted campaign against the production with a view to securing employment for IATSE Local 873 members. IATSE Local 667 Business Agent David Rumley and IATSE Local 411 Business Agent Rob Shea also refused to deal with the production unless and until the production company resolved its issues with IATSE Local 873.

As the concerted efforts of IATSE were gaining traction and the company was about to sign a deal confirming the exclusive jurisdiction of IATSE for all labour, NABET 700 filed an application for certification with the Ontario Labour Relations Board in an effort to cut Local 873 out of the picture. Counsel Schirru immediately filed an intervention into the NABET application on behalf of Local 873 and put the wheels in motion to refer the Local 873 grievance to arbitration on an expedited basis. In addition, Vice President Miller and Assistant Director Mahoney ramped up their discussions with Benaroya in the United States.

With a vote scheduled to take place in the NABET application in two days, the production began to panic and requested that Local 873 participate in a formal mediation with one of Canada's premier mediators in an effort to resolve the dispute and avoid Labour Board and arbitration proceedings that IATSE promised would ultimately shut the project down. Counsel Schirru attended this mediation with President Goodchild and Business Agent Montgomerie from Local 873. After several hours, the discussions broke down and the mediation ended unsuccessfully. In the days that followed, negotiations continued. Vice Presidents Lewis and Miller, and Representative Mahoney were literally on speed dial with Counsel Schirru and Local 873 during these negotiations. After countless hours of back and forth both in Canada and the United States, a deal was ultimately reached which resulted in the withdrawal of the NABET application for certification and the production agreeing to use Local 873, Local 667 and Local 411 labour. These negotiations only bore fruit because of the concerted and vigorous efforts of the entire IATSE organization, which included the support of IATSE Local 476 in Chicago as the production was scheduled to shoot on location in that City as well.

Following the resolution of the labour dispute, pre-production of the feature began in earnest. Unfortunately, however, after approximately three weeks and just prior to going to camera, the production

company began to run into financial difficulties. On more than one occasion, the company threatened not to pay IATSE members for their work. Each time the IATSE's response was swift and, again, multi-faceted. Vice Presidents Lewis and Miller, Assistant Director Mahoney, Counsel Schirru, as well as President Goodchild and Business Agent Montgomerie from Local 873, Business Agent Rumley from Local 667 and Business Agent Shea from Local 411 coordinated their efforts to ensure that all IATSE members were paid for their work. Although the production ended up folding prior to going to camera, all outstanding wages owing to IATSE members were paid.

President Loeb stated that the IATSE will never allow a signatory producer to avoid its contractual obligations regardless of what side of the border the work may take place on, nor will the IATSE sit by and allow a rival union to steal IATSE's work. President Loeb then congratulated all those involved in this dispute for their cooperation in ensuring the full weight of the entire IATSE organization was felt by both NABET and this production. President Loeb noted that although this production company folded, the protection of the IATSE's jurisdiction was successful.

"Nexstar Broadcasting Group, Incorporated (Gavel)

## NEXSTAR BROADCASTING GROUP, INC.

Assistant Director of Stagecraft Joseph Hartnett and General Counsel Samantha Dulaney reported on a Labor Board hearing concerning Nexstar Broadcasting Group, Inc. International Vice President Dan Di Tolla organized this unit in 1996 and it includes on-air talent as well as broadcast technicians at WETM-TV in Elmira, New York. This station is one of the so-called "proving ground" for broadcasters who want to make it in large and middle markets. Assignment Editors and Chief Videographers have always been included in the unit represented by the International and covered by the collective bargaining agreement with the employer. Since 1996 the station has gone through a series of owners. It is now owned by Nexstar Broadcasting Group, Inc. which purchased the station in 2012.

It took Assistant Director Hartnett over a year to negotiate the most recent agreement. Immediately after the agreement was signed at the end of March 2014, the employer removed the positions of Assignment Editor, Chief Photographer, and Office Secretary from the bargaining unit. The Chief Photographer is Vice President of the Local, as well as Steward, and an active member of the bargaining committee. The Assignment Editor was specifically referred to in a side letter grandfathering his vacation time in the agreement. Nexstar unilaterally made this decision without the consent of, and without bargaining with the IATSE. It argued that these positions were supervisory. The International disagreed and immediately filed an unfair labor practice (ULP) on April 1, 2014, three (3) days after the new agreement was signed. The Charge was filed in Region 3 in Buffalo, New York which is the region that covers Elmira, New York. The Board investigated the ULP and issued a complaint in July, and a hearing took place on October 6-7, 2014 in Elmira.

After two days of testimony the hearing concluded. The parties submitted briefs. On January 15, 2015 the Administrative Law Judge issued a decision finding that Nexstar was guilty of committing ULPs and has been ordered to reinstate to the IATSE bargaining unit the positions of Assignment Editor and Chief Videographer, and to make the workers whole for Nexstar's unlawful decision.

President Loeb remarked that the International will protect this bargaining unit. He commended the workers, Assistant Director Hartnett and General Counsel Dulaney for a fantastic job.

"Nu Image" (Gavel)

## NU IMAGE

West Coast Counsel James G. Varga reported on developments involving production company Nu Image, Inc. In 2014 the Motion Picture Industry Pension and Health Plans (MPIPHP) filed a lawsuit against Nu Image for collection of unpaid residual contributions under the Post 60's and Supplement Markets provisions of the Basic Agreement. The producer attempted to defend its actions and the lawsuit by claiming an estoppel to the MPIPHP seeking residuals. Nu Image contends they were promised that they were not obligated to pay residuals, and that independent productions never pay residuals. These assertions are without merit; residuals are never waived for anyone.

In response to the lawsuit against it, Nu Image filed a grievance against the IATSE seeking indemnity for any money it is required to pay to the Plans.

The IATSE had received a confirmation from Nu Image that if the lawsuit was settled it would be global, and induced withdrawing the grievance with prejudice. The lawsuit did settle in January, 2015. Nu Image promptly reneged on its promise to withdraw the grievance. Instead, the arbitration is presently set for August 4, 2015.

"PAC-12" (Gavel)

## PAC 12

International Vice President J. Walter Cahill, Broadcast Department Director Sandra England, and Alec French of Thorsen French Advocacy LLC reported on updates regarding Pac-12 Networks. It was reported that the Broadcast Department along with assistance from President Loeb, Vice President Cahill, and Mr. French, have continued to put pressure on Pac-12 Networks by enlisting support from federal and state legislators. Efforts also continue through social networking, bannering, and a grass-roots organizing campaign to bring Pac-12 Networks' technicians up to area standard conditions. The Broadcast Department has maintained an ongoing dialog with Pac-12 Networks, and the IATSE will continue working on behalf of these employees until they receive the vital benefits that they and their families deserve.

Mr. French reported that he visited almost fifty members of Congress on this issue and the campaign will be continued into the new Congress.

President Loeb observed the commitment of those involved and noted that the efforts will continue.

"Paramount Production Support, Incorporated" (Gavel)

## PARAMOUNT PRODUCTION SUPPORT, INC.

International Vice President John Ford, CLC Delegate Kelly Moon, Assistant Director of the Motion Picture and Television Production Department Daniel Mahoney, and Local 891 Vice President and Organizer Dusty Kelly appeared before the Board to report that negotiations were completed with Paramount Production Support, Inc. (a division of Paramount Pictures) on a successor agreement. Vice President Ford and Assistant Director Mahoney represented the IA in the negotiations. The term of the contract will be three years, running from May 16, 2014 through May 15, 2017.

It was reported that wage rates would increase a total of 7% over the term of the agreement and aggregate contribution rates to the IATSE Health, Pension, and Annuity Funds will also increase. Provisions related to minimum calls were modified and new provisions regarding paid sick days were added to the agreement. The New York facility side letter included an increase in the hourly pay rate of entry level warehousepersons during the first year of the agreement.

It was also reported that when Paramount Production Support was announcing it would be closing its facility in Vancouver, IATSE representatives were invited to be present for the announcement. Sisters Moon and Kelly of Local 891 met individually with each affected member and effectively worked with Paramount Production Support on severance packages.

President Loeb remarked that the closing of a facility was unfortunate. He commended Local 891 for taking great care of those affected by the closure and noted that the successor agreement is a good contract for members at the other facilities going forward.

"Pay TV Negotiations"

## PAY TV NEGOTIATIONS

International Vice Presidents Michael F. Miller, Jr. and John R. Ford, Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe, as well as Local 44 Business Manager Ed Brown, Local 487 Business Manager David O'Ferrall, Local 600 Eastern Regional Director Chaim Kantor, Local 706 Business Agent Tommy Cole, Local USA829 National Business Agent Cecilia Friederichs, and General Counsel Samantha Dulaney reported to the Board regarding the successful Pay TV negotiations.

The Pay TV Agreement covering HBO Entertainment, Showtime and Starz expired December 31, 2014. Negotiations for a successor agreement occurred in November in Los Angeles. The IA Bargaining committee appointed by President Loeb consisted of representatives from Los Angeles, New York and the Studio Mechanics Locals. In advance of negotiations proposals were solicited from all of the affected Locals. Vice President Miller noted that for the first time, Showtime and Starz sent representatives to the negotiations in addition to HBO Entertainment. The bargaining priorities of these negotiations were to improve upon some of the highest benefit rates in the United States, standardize wages in line with the Area Standards Agreement, and improve working conditions.

A few of these contract improvements include enhanced penalties if the rest period is invaded after consecutive long workdays, improvements to the meal break provisions, increases to living allowance, idle day and per diem payments, and the elimination of travel time deductions on distant location. Specific provisions regarding specialized work and safety guidelines have been added to the agreement. The companies also agreed to participate in the IATSE Entertainment and Exhibition Industries Training Trust Fund in the same

manner as the AMPTP companies participate in the Area Standards Agreement.

The new agreement is for a term of four years and all of the affected local unions have received the complete Memorandum of Agreement and will be provided with the new contract once drafting has been completed and the agreement is executed. The Pay TV agreement has become a strong, mature agreement that will protect our members and provide quality employment for years to come.

President Loeb observed that these companies are producing high quality programming. He noted that the improvements in the quality of life provisions are significant. He thanked the bargaining committee and commended them for their expertly executed, successful negotiation.

PRESIDENT LOEB: Microphone 3.

DELEGATE DAVID O'FERRALL, Local 487: David O'Ferrall, Local 487, Mid-Atlantic Studio Mechanics and Broadcast Technicians. Mr. President, I was honored to be asked to be a part of these successful Pay TV negotiations. I want to thank International Vice President and Department Director Mike Miller, Assistant Department Directors Dan Mahoney and Vanessa Holtgrewe, and everyone who served on the Negotiating Committee.

This negotiation saw not only wage increases equal to that of the Area Standards rates, but greater penalties for invaded rest periods, increases to living allowances, idle pay, per diems, and improved working conditions. It also saw language added concerning specialized work and safety guidelines, and the companies agreed to participation in the IATSE Entertainment and Exhibition Industry Training Trust in the same matter as the AMPTP. The guidance and skill used to get us a better contract are due to the hard work of the Motion Picture and the Television Department and the resolve of the Negotiating Committee.

Thank you, President Loeb, for your support of the negotiating committee. We went in knowing we had the full support and trust of the International, and it was through that that the contract was a true success. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone No. 2.

DELEGATE EDMOND H. BROWN, Local 44: Mr. President, Ed Brown from IATSE Local 44 in Hollywood. The brother pretty much took what I was going to say. However, I wanted to get my two cents in anyway.

What used to be, when you used to talk about HBO, there was a bad taste in your mouth. That hasn't been the case for a very, very long time. And specifically, HBO is at a place where those, not too many years ago, said it never would be. Well, it is today and, under your leadership, it will stay that way.

I want to thank you for having invited me to participate in bargaining alongside of President Loeb, Vice President Miller, and the other IA reps that were all part of the bargaining committee. Through these negotiations, we were able to maintain the high standards that HBO is today, without any concessions, only improvements that will continue to benefit the members that we represent. And for that, I thank you for including me in that process that will no doubt continue to pay high wages and potentially hundreds of thousands of benefit hours to IA members and their families and their friends. So thank you, and thank you – my personal thanks to the entire Bargaining Committee.

*(Applause)*

PRESIDENT LOEB: Thanks, Ed.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Political Report"

## POLITICAL REPORT

International Vice Presidents J. Walter Cahill and John M. Lewis, Assistant to the President Deborah A. Reid, and Canadian Office Operations Manager Krista Hurdon appeared before the Board to provide an update on political and legislative developments in the United States and Canada since the Mid-Summer Board meeting held in July 2014.

PRESIDENT LOEB: Microphone 3.

DELEGATE RHIANNON RODRIGUEZ BETTS, Local 28: Mr. President, Rhiannon Rodriguez Betts, Local 28, Portland, Oregon. I'm happy to report of the victories of working women in Oregon with the passing of the Equal Pay measures and victories for working families.

I would like to thank Mr. President Loeb for our own victory today in your condemnation of Teamsters President Thomas O'Donnell. Thomas' words on the surface spoke to a very real need for fair treatment in a profession and, on the surface, were disparaging regarding age, beauty, and union seniority. Below the surface, his remarks speak to the sense of entitlement that enables so much violence against women. I haven't until today had one person, an authority figure, act so immediately to such injustice. I am happy to include you, Mr. President, in the company of Sherry Goffin Kondor, daughter of Carole King and Gerry Goffin. I hope as you speak with your colleague, that he perhaps be invited to show his solidarity to sex workers by committing resources and public support for their efforts, bringing further victories for women everywhere.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Canada Federal Issues" (Gavel)

## CANADA
## Federal Issues

*Bill C-377*

Vice President Lewis explained that Bill C-377 is proposed anti-union legislation which would require detailed financial reporting obligations for trade unions in Canada. Bill C-377 has now passed Second Reading in the Senate and is before the Senate Committee on Legal and Constitutional Affairs. The fight to keep this Bill from becoming legislation promises to be a bitter one and is expected to ramp up prior to the Federal Government elections scheduled for October 2015.

*Bill C-525*

Vice President Lewis explained that Bill C-525 is proposed legislation that seeks to change certification and decertification law for employees in the federal sector, making it far more difficult to organize and far easier to de-certify existing union workplaces. This Bill was passed by the Conservative dominated Senate in December 2014 and may serve as a template for the provinces, thereby affecting all unions.

*Elections Participation*

Vice President Lewis confirmed that the Canadian Office continues to actively engage in provincial and federal election campaign initiatives. In particular, Vice President Lewis noted that the Canadian Office participated in the New Brunswick provincial elections by consulting with Locals and devising an appropriate e-flyer message to send to local members encouraging them to become engaged in the election process. The incumbent majority Conservative government was defeated by the Liberals. Vice President Lewis also reported that the Canadian Office was also active in a number of municipal election campaign races in Ontario, British Columbia, Manitoba and Saskatchewan. Of particular note was the Canadian Office's consultation with the seven Toronto-based Locals to share information about the campaign issues and mayoral candidates supportive of organized labour's agenda. John Tory, the former provincial Conservative Party leader with somewhat more moderate right leaning views, was elected.

## Canada Labour Congress Campaigns

*Retirement Security Campaign*

Vice President Lewis reported that the CLC has resurrected its campaign to increase the Canada Pension Plan benefits payable to Canadian seniors across the country. Any such change requires a two-thirds majority support from the provinces. With the recent election of a majority Ontario Liberal government that campaigned, in part, on the introduction of a new Ontario-based pension for seniors, the CLC is currently holding retirement security info sessions in cities across the country to generate grass-roots support its campaign.

*Fairness Works Campaign*

Vice President Lewis reported that the CLC's "Together, Fairness Works" campaign launched almost two years ago has entered into phase three of the television advertisement aspect of the campaign. Recent polls suggest that its aim of re-branding labour's image is starting to take shape. Phase three of the campaign targets unrepresented workers and directs them to the CLC website for more information.

*2015 Federal Election Campaign*

Recent legislative changes to the Federal Elections Act confirm that Canada will be holding a federal election no later than October 19, 2015. The CLC is holding federal election workshops in cities across the country from January to March 2015 to educate organized labour on the election campaign issues and the political party platforms. Vice President Lewis confirmed that all eight Canadian Office staff will be attending one of these workshops. He also confirmed that Canadian

Officer Operations Manager Krista Hurdon has been assigned as the point person for the Canadian Office's 2015 federal election campaign initiatives. The Canadian Office will be communicating with all Canadian Locals in the near future to encourage them to also attend one of these workshops and to participate in Canadian Office election initiatives with the goal of defeating the current Conservative Government.

"United States" (Gavel)

## UNITED STATES

### *2014 Mid-Term Federal Elections*

It was noted that on the Federal level, it became apparent that Republicans were looking forward to the 2014 Mid-Term elections more so than Democrats. It also appeared that Democrats were the underdogs in a number of races and stood to lose some of their seats in both chambers of Congress. This was reportedly due in part because the President's approval rating had dropped dramatically and to some degree those running for office were keeping their distance from the President throughout their campaigns. Republican efforts to demonize the Obama Administration were quite successful in playing up the challenges that came about with the rollout of the Affordable Care Act (ACA), Veteran's Administration issues, as well as instilling fear in the minds of voters on issues like immigration, ISIS, and the Ebola crisis, not to mention the economic difficulties facing many voters. The 2014 strategy of Republicans to increase their efforts on the ground worked and their hopes came true with the elections resulting in Republican control of the U.S. Senate with a majority of 54 to 44 Democrats (with 2 Independents), and increased their majority in the House of Representatives with a majority of 246 seats out of a total of 435 (one seat is currently vacant). Money, as always, was also a huge factor. The Koch brothers alone contributed $300 million to help influence the election outcome. The GOP wants the general public to believe that their successes in November were a mandate for right wing policies. However, it was noted that a number of states voted with significant margins of victory for increasing minimum wage, a progressive idea, yet put conservatives in office who were opposed to increasing the minimum wage, and this clearly proves the GOP theory wrong.

Although the end results on the Federal level were disappointing in November, the efforts of labor and allied and community organizations turned out millions of voters, mobilized members to volunteer in voter registration, precinct walks, phone banking and other get out the vote efforts. That said, many of our members either stayed home or voted against their self-interests. The AFL-CIO's grassroots political program had an incredible reach with the union movement talking to millions of their co-workers, their families, retirees and others. Allied organizations like Working America pulled out all the stops and opened seventeen new offices across the country in targeted areas where it was apparent that boots on the ground were needed to overcome some of the hard and fast challenges facing certain candidates.

*State Elections*

The statewide elections were also disappointing with Democrats losing control in legislative chambers including the House in the states of New Hampshire, West Virginia, Minnesota, New Mexico, the Senate in the states of Maine and Nevada, as well as the Assembly in Nevada.

However, Democrats did maintain control of the state legislative chambers in the House in Maine, Kentucky, Washington, Oregon, Colorado, and the Senate in the states of Iowa, Washington, Oregon.

*Ballot Measures*

While the election results as a whole were disappointing to labor and working families across the country, there were a number of successes for workers on various ballot initiatives that passed including:

- Minimum wage increases in South Dakota, Illinois, Nebraska, Alaska & Arkansas as well as Oakland and San Francisco, CA.

- Voting & Voters' rights: Positive outcomes in Missouri, Montana & Illinois.

- Education Funding (Proposition 3) in New York

- Victories for working women – Oregon passed the Equal Pay Measure and victories for working families - Massachusetts, Oakland, CA, Trenton, NJ and Montclair, NJ passed measures for paid sick leave

- Anchorage, Alaska defeated AO-37 which would have introduced Right to Work measures in the city and prevented collective bargaining for public employees.

- California also made a blow to unfair laws and passed Proposition 47, which addresses mass incarceration.

- Alaska, Illinois and North Dakota also had favorable outcomes on important Tax & Budget ballot initiatives.

- Missouri, in a victory for teachers, defeated Amendment 3 which would have impeded due process and collective bargaining rights.

- Clayton County, GA approved a contract with public transportation provider MARTA to expand mass transit. Maryland, Rhode Island and Wisconsin also approved transportation funding measures.

*Labor 2014/Workers' Voice*

The AFL-CIO's overall goal was to rebuild internal capacity and posed the challenge to all affiliates of "Requiring a Commitment to Building Power for Workers". In order to accomplish this, the national AFL-CIO required that State and Local strategic planning be established whereby every State Federation and CLC was required to formulate a plan to be agreed on by both affiliated unions and federation bodies, and would require approval the national AFL-CIO.

Due to the number of key elections and ballot initiatives to be voted on in November, there was an initial list of twenty-two targeted states that were evaluated and divided into three Tiers. Initially, the Tier 1 states included Florida, Maine, Michigan, Missouri, Ohio, Oregon, Pennsylvania, Texas and Wisconsin. The Tier 1 states were those where more resources would be spent from Workers' Voice (the AFL-CIO's SuperPAC) so as to include outreach to the general public as well as the member to member Labor 2014 program.

Affiliates were asked to mobilize their members with emphasis on these states and release staff as much as possible to work with the "boots on the ground" efforts of the State and Local labor bodies.

Tier 2 states included Alaska, Arizona, Minnesota, Kentucky and West Virginia, and

Tier 3 added the states of Colorado, Connecticut, Illinois, Montana, Nevada and New Hampshire – to the Targeted States.

It is noted that the member to member program of Labor 2014 was running in most all other states.

*IATSE Activity*

After the Mid-Summer meeting of the General Executive Board, the efforts of the IATSE local unions and membership took off in full force leading up to the November 4th elections. The IATSE's internal activity and participation increased with both grassroots efforts and financial support. Local unions were reminded to continue to follow the AFL-CIO's Ten Point Plan with communications to their members, stressing the importance of voter registration and turnout. In addition, the Locals were asked to help in providing volunteers and release staff to work under the direction of the AFL-CIO State Federations and CLCs, and AFL-CIO President Richard Trumka had put out an ask to all affiliates to turn out 1% of their respective memberships. The number of release staff provided by the IATSE in 2012 was fourteen. President Loeb's goal was to double that number for 2014. President Loeb also asked that local unions that had the financial wherewithal help in compensating the release staffers. It was reported that the IATSE release staff increased to a total of 38 who were provided to work with the AFL-CIO from September to November 2014. These staffers were provided by a total of twelve local unions (from ten states) including Locals 2, 8, 18, 27, 114, 251, 322, 477, 480, 600, 631, 927, and, the International released two additional staffers. Approval had been granted by the General Executive Board for $50,000 to be used to compensate release staff that would be paid directly by the International. The actual amount spent by the International was $48,720.68. In addition, a vote of thanks was given to Locals 2, 8, 480 and 600 which were able to directly compensate members of their Locals for serving as release staff, and to Local 477 which provided compensation to one of its members by paying two quarters' dues.

Volunteers from the IATSE came out in force with phone banking and precinct walks from coast to coast. In California, International Representative Ron Garcia worked with the Los Angeles County Fed and coordinated the ground efforts in the Los Angeles area to get out the vote for Connie Levya for State Senate and Sheila Kuehl for LA County Supervisor. Representative Garcia reported that in the five week effort, the IATSE recruited over 200 volunteers who made over 10,000 GOTV phone calls, and nearly 35 additional volunteers who participated in precinct walks for these two candidates who were both successful in their campaigns on November 4th.

It was further reported that IATSE's level of volunteer participation, as one of the relatively smaller AFL-CIO affiliates, had exceeded the level of expectations set by the AFL-CIO based on the number of IATSE members in the battleground states. For the states that were on the AFL-CIO's priority list, the IATSE's participation included 363 shifts for release staff, and 441 volunteer shifts which included phone banking and door knocks.

*AFL-CIO 2015 Raising Wages Campaign*

Vice President Cahill, Assistant to the President

Reid and International Representative Scott Harbinson were assigned to attend the first Raising Wages Summit in Washington, D.C. The Summit was attended by more than 300 activists and union leaders and was viewed through online live-stream video by thousands more. The purpose of this Summit was to launch a campaign to increase wages for working people across the country.

A panel comprised of workers, academics, business owners and progressive political leaders discussed some of the great strides made by the raising wages agenda and confronted great challenges in 2014, including major organizing wins at American Airlines, multiple state legislative victories on the minimum wage and innovative campaigns conducted by carwash workers. The panel also recognized that further progress was being thwarted by right-wing billionaires' extremist politics, a greedy Wall Street and insufficient advocacy from political leaders.

Highlights of the Summit included speeches by Massachusetts Senator Elizabeth Warren and U.S. Secretary of Labor Tom Perez, who outlined the defining economic fact that productivity has dramatically increased while wages have stayed flat. AFL-CIO President Richard Trumka concluded the Summit by highlighting progress made, remaining challenges and steps that the labor movement will take to create an economy based on raising wages.

The AFL-CIO will hold additional "mini-summits" in the first four Presidential Primary States of New Hampshire, Iowa, Nevada and South Carolina. The Raising Wages campaign will also be taken to seven cities including Atlanta, Columbus, DC (Metro), St. Louis, Philadelphia, Minneapolis and San Diego. Diverse groups will come together in these areas to inform attendees of the Raising Wages campaign, and, will be the starting points of a long-term effort to concentrate work where this campaign can have the most impact.

*Going Forward*

While the IATSE was certainly recognized by the labor community for its participation in 2014's political process and has a lot to be proud of, it is also clear that there are pockets of the country where there is a need to improve. There are a number of challenges ahead of us with additional assaults on organized labor. Anticipated ballot initiatives are forthcoming on Right to Work in Colorado, Maine, Missouri, Montana, New Hampshire, New Mexico, Ohio, West Virginia and Wisconsin and preparations must be made to combat these attacks.

Vice President Cahill and Assistant to the President Reid will continue to hold monthly conference calls with the leadership of every District in the United States and will continue to disseminate information to the Districts so they may get information to the Locals.

Additionally, efforts will be made to improve voter turnout as well as increase IATSE member participation and interest. President Loeb has directed that additional ways to better understand the issues important to our members and how best to motivate them to participate in the political and legislative process be explored.

In conclusion, it was noted that some of the ways that local unions may work with the International to improve the IATSE's political program are as follows:

As required by Article Nineteen, Section 22 of the International Constitution, local unions must maintain their affiliation and involvement with State Feds and CLCs.

Local unions are encouraged to designate or assign someone to serve as their Local Union Coordinator and keep the Local Union Coordinators Involved.

Local unions are requested to maintain contact with District Secretaries and submit periodic reports to them noting their Local's activities.

Local unions are encouraged to communicate with their memberships on issues, and to use social media as well as newsletters, websites and other means of communications.

Maintain lists of volunteers so they may be called upon in the future.

Officer(s) of local unions are urged to try to carve out some time to weave political or legislative issues into their daily, weekly or monthly schedules.

A reminder of some Local Union Resources of note are:

Working Families Toolkit:

www.wftoolkit.org

LAN (Labor Action Network)

IATSE website: www.iatse.net

IATSE Facebook page:

www.facebook.com/iatse

Twitter: @iatse

District Secretaries

"Political Research"

## POLITICAL RESEARCH

International Vice President J. Walter Cahill and Assistant to the President Deborah A. Reid reported on efforts to explore ways to gain better insight into demographics and voter profiles amongst the IATSE members. The thrust is to better discover the unique issues driving voter tendencies of our membership throughout the United States. To this end, Vice President Cahill and Assistant to the President Reid attended a meeting called by President Loeb at which a discussion was entered into with a political research company. In addition, Vice President Cahill and Assistant to the President Reid held discussions with representatives of the AFL-CIO and were offered various resources to assist with the IATSE's research. President Loeb noted that this is project worth pursuing, however, his recommendation to the Board was that at this time the resources of the AFL-CIO be utilized, rather than go through the private vendor.

The General Executive Board approved President Loeb's recommendation and the IATSE will continue to be active in encouraging its membership to be engaged in politics that impact IA members and their families.

PRESIDENT LOEB: I think – okay.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Schism Arbitration Award" (Gavel)

## SCHISM ARBITRATION AWARD

West Coast Counsel James G. Varga reported on the developments regarding the "Schism" arbitration award. Schism was a motion picture shot in Louisiana. The production crew was no sooner organized and the contract executed when the producers 4 Pix, LLC and Schism LLC breached the contract, failing to pay appropriate wages and benefits and premiums. In addition, an employee in the costume department was fired during principal photography, a termination the union believed was in retaliation for this worker exercising her Section 7 rights under the National Labor Relations Act, when she complained about safety issues and she emailed co-crew members about working conditions. Local 478 filed an Unfair Labor Practice (ULP) charge and a grievance over the termination. The Labor Board deferred the ULP to arbitration. In February 2014, Arbitrator Michael Rappaport sustained the grievance and ordered reinstatement of the costumer and payment of wages and benefits to crew members. The producers have refused to honor the arbitration award. The General Executive Board authorized pursuing a confirmation of the award in California Superior Court. A petition has been filed and the matter is set to be heard in February, 2015.

"Teamsters in Toronto" (Gavel)

## TEAMSTERS IN TORONTO

International Vice President John Lewis and Canadian Counsel Ernie Schirru reported to the General Executive Board on the status of ongoing Ontario Labour Relations Board litigation between IATSE Local 873 and the Teamsters.

"Travel/Expense Policy" (Gavel)

## TRAVEL/EXPENSE POLICY

The Board approved and adopted a Travel, Expense, and Reimbursement policy. These guidelines are in compliance with the Labor-Management Reporting and Disclosure Act of 1959, including office of Labor-Management Standards regulations and other applicable federal and state laws. The policy updates current travel procedures and applies to officers, representatives and staff.

"Tri-State Staging"

## TRI-STATE STAGING

International Vice President Michael Barnes and Assistant Stagecraft Director Joseph Hartnett reported on the joint collective bargaining agreement covering Pennsylvania Locals 8 and 283 with Tri-State Staging for work at a facility operated by Rock Litiz. Rock Litiz is a one-stop shop for all live production needs, ranging from design, engineering, and manufacturing. The agreement maintains area standard rates and working conditions established by each Local.

President Loeb requested that Vice President Barnes and Assistant Director Hartnett provide the Board with periodic updates concerning work in this area of Pennsylvania.

PRESIDENT LOEB: Microphone 3.

DELEGATE COLIN J. PETERS, Local 97: Mr. President, Colin J. Peters of Local 97 and Local 8. I would like to thank International President Loeb, International Vice President Barnes, and Assistant Stagecraft Director Hartnett on behalf of all the workers who have benefited from this contract that you have negotiated on our behalf.

Three years ago, Rock Lititz opened as a single-building campus dedicated to technical rehearsals and has grown to become two buildings, the second being home to 28 companies within our industry. In ten years it will become a campus of five technical rehearsal facilities, four warehouses that house more than 50 companies within our industry, and include its own hotel facilities.

The rehearsal and production work being done at the Rock Lititz campus was work IATSE stood to lose and work many said IATSE would never have. But under this administration and the leadership, we have proven them wrong again. Through this contract and the workforce under it, we will continue to grow and strengthen IATSE's presence within these companies and this jurisdiction. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"The Metropolitan Opera"

**THE METROPOLITAN OPERA**

International Vice President Anthony DePaulo, Assistant Director of Stagecraft Joseph Hartnett, Local One President James J. Claffey, Jr., and Theatrical Business Manager Kevin McGarty; Local 751 President Lawrence Paone and Business Manager Peter Attanasio, Jr.; Local 764 President Patricia A. White and Theatre Business Manager Leah Okin; Local 798 Business Manager Daniel Dashman, Treasurer Cynthia O'Rourke and Live Theatrical Trustee Angela Johnson; Local USA829 President Beverly Miller and National Business Agent Cecelia Friederichs reported on The Metropolitan Opera. This report was an update to the report Vice President DePaulo gave at the Summer General Executive Board Meeting in Seattle.

The contracts of seven IA Locals and the contracts of eight other unions were set to expire at The Met Opera on Midnight July 31.

These IATSE Locals were:

Local One – Stagehands

Local 751 – Treasurers and ticket sellers

Local 764 – Theatrical Wardrobe

Local 794 – Broadcast Technicians

Local 798 – Hair and Makeup

USA829 – Designers and Scenic Artists

Local 829 – Exhibition Employees, represent the Bill Posters at the Met

The largest unions at The Met are IATSE Local One, AGMA representing the Singers, and AFM 802 representing the orchestra musicians.

In March of 2014, The Met General Manager Peter Gelb threatened all the unions with a lockout on August 1, 2014 if they were not willing to give concessions in wages and benefits. He also stated that without these cuts The Met would go bankrupt in a few years.

In March, the seven IA Locals representing the workers at The Metropolitan Opera were called to a meeting by President Loeb to discuss the upcoming contract negotiations. It was decided at the meeting that all of the IATSE Locals at The Met would be in solidarity together.

After the meeting in March, the International began its "Save The Met" campaign to convey the idea that workers at The Met and Peter Gelb had a shared interest in protecting the institution and should work together to reach this goal. The campaign began at The Met Opera, but soon spread nationally.

The International was also able, through international contacts at BECTU and in VERDI to get workers at the Royal Opera House in London and several opera companies in Germany to wear the "Save The Met" buttons and to send photos to the IATSE demonstrating their solidarity. This then made the campaign global. The International was able to get quotes and/or our position publicized in a number of International, National and Local media outlets.

The International conducted a free-speech banner campaign of HD screenings of Met productions at the summer rebroadcasts of Met in HD at movie theatres. In addition to the IATSE's Communications

Department, the following Locals were instrumental in the banner campaign:

Locals One, 764, USA829, 751 New York City

Local 2 Chicago

Local 8 Philadelphia

Local 15 Seattle

Local 16 San Francisco

Local 28 Portland, OR

Local 33 Los Angeles

Local 122 San Diego

Local 363 Reno

Local 500 Miami, Ft Lauderdale

As The Met's self-imposed August 1, 2014 deadline for a lockout of the workers approached, President Loeb sent a letter to The Met Opera Board. The letter was crafted to state the International's position clearly and succinctly in order to garner empathy for our members and our position at the table. This letter was released on social media and in the press.

The negotiations with all of the Locals went down to the wire and the members prepared for a lockout. On July 31st, the last day of the agreements, a 72-hour extension was granted after mediation led by a federal mediator with AGMA, 802 and The Met.

This 72-hour extension was then extended for another week for an independent financial analyst to look at The Met's finances. The independent analysts report confirmed the findings of the International's forensic accountant. AGMA and 802 came to a tentative agreement. The Met added another arbitrary 72 hour lockout deadline for the IA Locals. Local One, led by its President James Claffey and the Local One bargaining committee resumed negotiations. President Loeb, Vice President DePaulo and Assistant Director Hartnett also attended. After many hours of tough negotiations, a tentative agreement was made in the early morning of August 20th between Local One and The Met.

The six other IATSE Locals met in a day of "round robin" negotiations in order to negotiate agreements. All the Locals were able to come to tentative agreements on the evening of August 21st. Even though each Local's agreement is separate and craft specific, all of the Locals agreements share the equivalent burden of sacrifice and gain in future compensation. Also each Local is able to participate in financial oversight at The Met that is subject to binding arbitration. As the new agreements have been implemented, each of the respective Locals and the International have attended meetings regarding this financial oversight.

The Communications Department has changed the Facebook and Twitter groups from "Save The Met" to "We Saved The Met." The International did this to keep engaged with the over 5,000 followers of the group.

Assistant Director Hartnett thanked the leadership of the affected Locals and the members who work at The Met. In the tumultuous run up to the lockout deadline, all of the Locals' members stood together in solidarity as the threat of the loss of their job was placed upon them. All represented crafts at The Met stood together in solidarity in order to protect the greatest opera company in North America from itself. Each of the Locals expressed their heartfelt thanks to their members at The Met who not only stood in solidarity, but who at all times conducted themselves professionally in the face of economic uncertainty. They also expressed gratitude to President Loeb for his unwavering leadership and support of their struggle at The Met Opera.

President Loeb thanked Vice President DePaulo and Assistant Director Hartnett for coordinating the campaign. He observed that the credit goes to all of the Local leaders who appeared to present this report. He thanked them for their commitment and solidarity which resulted in them saving The Met.

PRESIDENT LOEB: Microphone 1.

DELEGATE JAMES M. KABEL, Local 764: Mr. President, James Kabel, Wardrobe Local 764, New York City. I have been a Met Opera wardrobe head for 18 years. Today I'm accompanied by Brother Brian Lynch who works in the costume shop, and Sister Ryann Lynch, who is one of my main dressers and she's wonderful. The three of us were on the negotiation team.

We would like to thank you for all your help and support during the "Save the Met" campaign. With your strong support, along with brother Joe Hartnett and all the IA Locals, you kept the curtain up. So we thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE RONALD F. LYNCH, JR., Local One: Ronnie Lynch, Local One, Stagehands. And I'm also someone who works in the opera house, I have the pleasure of working on the night gang. I want to thank you and the foresight and the vision on behalf of the stagehands. It was a weird negotiation, as you know, something I've never seen before, where we had to negotiate not just to save our jobs but to save the building.

The committee that we had, Local One committee, was excellent. They were very supportive, very forthcoming with information. It was a hard and well deserved. And you guys did a great job and the International did a great job.

What I was really impressed with because I've never really seen before, the ability to keep all the IA Locals together, and that includes the chorus, and then you bring in the musicians, and they all understood, we were all in this together, and we're all going to sink or swim together. That vision and that foresight is something that we look forward to. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thanks, Ronnie.

Microphone 1.

DELEGATE DANIEL D. DASHMAN, Local 798: Mr. President, I'm Daniel Dashman, Business Representative, Local 798, Makeup Artists and Hair Stylists. All of you probably, over this time, you're beginning to understand why we call the Metropolitan Opera "the gift that keeps on giving."

Local 798 is one of the smallest units at the Met, yet President Loeb stood by us as we attempted to make a historic change in the culture for our members at the Met. The wigmakers at the Met have had their skills deeply discounted by the Metropolitan Opera for decades. The wigmakers earn between $400 to $700 less per week than the artists working performances. The Met had repeatedly resisted correcting this inequity.

Local 798's high-pay workers at the Met voluntarily gave up fully two-thirds of their wage increase for the entire four-year contract to give the wigmakers a nearly $300-per-week raise in the fourth year of the contract.

*(Applause)*

It was with the support of President Loeb, the earlier support of Vice President DePaulo, now retired, with Assistant Department Director Joe Hartnett. And I would be remiss if I did not mention in addition the able assistance of James Heinzman, accountant, and Adrienne Saldana, attorney, that made this possible. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone No. 2.

DELEGATE CECILIA FRIEDERICHS, Local USA829: Mr. President, Cecilia Friederichs, United Scenic Artists Local 829. I totally concur with all of the sentiments everyone has expressed about your help at the Metropolitan Opera. But rather than repeat that again, I would like to bring up a small point but that was very crucial to us in this negotiation.

Everyone here knows that costume design is a craft predominantly peopled by women and gay men. And I believe the Metropolitan Opera contract is the only contract in the world that has costume design rates that are actually higher than scenic design rates, a male craft. And the Metropolitan Opera, the largest not-for-profit arts organization in the world, wanted to change that. In all of the givebacks they were asking, they wanted the costume designers to give back more because they said they didn't think costume designers should be paid more than scenery designers.

And you didn't let that happen; you stood with us. And in all of that confusion and all of that pressure to get that all done, that was taken care of, and we walked away doing the right thing. And I thank you for every costume designer in my Local and every other Local of this organization. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Cecilia.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"ULP-ESPN/ABC NABET" (Gavel)

## ULP –ESPN/ABC/NABET

General Counsel Samantha Dulaney, Associate Counsel Adrian Healy, and Broadcast Department Director Sandra England appeared before the Board in closed session to report that unfair labor

practice charges had been filed with the National Labor Relations Board (NLRB) related to broadcast technicians working for ESPN. The charges, which also involve ABC, Inc., allege that another labor organization was unlawfully recognized as a bargaining representative of ESPN technicians. It was reported that the NLRB's investigation remains ongoing.

"Vee Corporation" (Gavel)

## VEE CORPORATION

International Vice President Anthony DePaulo and Assistant Stagecraft Department Director Joe Hartnett reported on contract negotiations with the VEE Corporation, which produces "Sesame Street Live." The VEE Corporation contract expired in December 2008 and since that time the company reduced the number of "Sesame Street Live" touring productions from four to two productions per year. It was reported that during the past several years, the company consistently maintained it was experiencing financial difficulties and resisted requests for bargaining.

The crews working for VEE Corporation were surveyed to determine the issues most important to them. Vice President DePaulo expressed his thanks to Representative Don Martin who visited these crews and opened up the lines of communication between them and the Stagecraft Department. After hearing the crews' feedback, on November 13, 2014 Vice President DePaulo and Assistant Director Hartnett traveled to Minneapolis to meet with the company for negotiations.

Negotiations were productive and agreement was reached on a new four-year contract. Although wage and benefit increases were minimal, significant improvements were made in quality of life issues (such as meals, meal penalties, and housing). All previous memoranda of agreement and sideletter documents were merged into the new collective bargaining agreement which will be printed in booklet form like other touring agreements and members on the road will use the passport system. It was also noted that the crews are doing hard work on the road and the negotiations were significant because the crews (and the company's management staff) now know that the IATSE is here for them.

President Loeb noted that the time had come to insist upon bargaining and press the company to get a real contract completed. He thanked those involved for their efforts and observed that the contract will provide something to build upon in the future.

"Local No. 8, Philadelphia, Pennsylvania/ Camden-Mercer County, New Jersey, Re: Regarding Activism Action Plan" (Gavel)

## LOCAL NO. 8, PHILADELPHIA, PA/ CAMDEN-MERCER COUNTY, NJ

**Re: Activism Action Plan**

In his capacity as President of Philadelphia Stage Local 8, International Vice President Michael Barnes appeared before the Board along with Local 8 Business Agent Jason McGuigan to report on the Local's activism action plan. It was reported that the educational seminars presented at the 2014 Mid-Summer General Executive Board meeting on activism inspired Local 8 to develop an activism action plan.

The Local's activism opportunities are broken down into five categories: 1) political action, 2) community activism, 3) labor activism, 4) member activism, and 5) work actions. The first area addressed in the report was political action. It was reported that directions for the Local's political activities are generally received from the International and the AFL-CIO State and Central Labor Councils. Events include member voter registration drives and get out the vote activities (labor walks, phone banks, door knocking, social media networking, workplace flyer distribution, letters, emails, and rally attendance). It was also reported that lobbying for progressive legislation is a year-round political activity. Members are regularly asked to write letters, sign petitions, post/tweet social media messages, and attend town hall meetings or political rallies. Participation in the Local's Political Action Committee (PAC) is also an indispensable part of the Local's political action. Local 8 members are encouraged to participate in PAC fundraisers and support both the International's PAC (IATSE-PAC) and the Local 8 PAC.

The second area identified in the report was community activism. There are countless charities and community organizations looking for help. The Local's members volunteer in annual charity events such as "Shining the Stars" when stagehands, along with the Philadelphia Resident Companies, power wash and polish the plaques along the Avenue of the Arts. It was noted that Local 8 has taken the lead in promoting this event which is being developed into an event to announce upcoming performance schedules for Resident Companies. In addition, it was reported that the Local participates in charity golf outings and supports community events by contributing equipment such as staging and sound equipment. The Local has recently supported the

Democratic National Convention Committee at a city-wide rally; participated in community events focusing on a casino license award; and has been recognized by the Hotel Association for the efforts put forth at the Pennsylvania Convention Center. The report observed that participation in community events increases the Local's profile with important organizations.

The third area of focus in the Local 8 activism action plan is labor activism. Similar to political action, advice about existing opportunities comes from the International and the AFL-CIO. Local 8's involvement is also solicited by other labor organizations. It was noted that Local 8 has supported several IATSE campaigns (Swank Audio Visuals, Pac-12 Networks, Save the Met, Carnegie Hall strike). The Local supports other labor organizations as well by informing its members of regional labor disputes, joining picket lines, and contributing equipment (sound systems and staging) for public activities. Local 8 recently joined the Philadelphia Building Trades Council where the Local's members are able to offer their support to other unions. Local 8 members offer social media outreach to regularly support other unions. The Local's Social Media Committee updates members about opportunities at meetings and worksites. It was reported that Local 8's support of other labor organizations has paid dividends. Local 8 has seen increased labor and community support during its own work actions or difficult contract negotiations.

The fourth area in the Local's activism action plan is member activism, which includes a wide range of activities focused on the needs of the Local's general membership. Member activism opportunities are developed from feedback that the Local receives from members. Activities include education seminars given by the Local or the International, annual holiday parties, annual golf outings, health fairs, and retirement breakfasts. The Local has a standing Members Outreach Committee that assists members with substance abuse and mental illness. That Committee is highly respected and has offered confidential support to many members.

Work actions were identified as the fifth field of activity in the activism action plan. Work action activities are recognized by Local 8 members as traditional local union activities such as picket lines, hand billing, bannering and "rat" patrol. The Local's members enthusiastically support work actions and are encouraged to participate.

It was reported that leadership responsibility in each of those five areas is clearly identified. The Local's primary officers identify activities that the Local will engage in and all elected officers are asked to participate in events. The Local's President appoints and oversees committees to support each activity. For example, political activism is supported by the Political Action Committee, Young Workers Committee, Social Media Committee, and Website Committee. Each committee then presents a report at the Local's monthly membership meetings.

It was noted that activism in Local 8 started slowly. Participation has increased due to the efforts of volunteers on committees who are responsible for reporting back to the members on a regular basis. The involvement of Young Workers was also noted. The majority of Local 8's committee members are Young Workers. It was also reported that member involvement has increased because the Local has successfully connected activism opportunities to the issues that members face (for example, members are instructed that taking education classes can earn them more job opportunities).

The importance of marketing the Local's activism was also noted. Local 8's position on activism is to market its activities to the fullest extent. Members are asked to use social media to distribute photos and materials associated with their activism efforts. It was noted that the model that Local 8 has chosen to maintain includes some activist opportunities as part of everyday operations. This approach allows every member to participate in some type of activity during the year, but the amount of routine participation varies from person to person.

On behalf of Local 8, Vice President Barnes thanked President Loeb and the Board for the assistance that it received which allowed the development of this plan. Local 8 is growing and negotiating good contracts for its members and it is believed that the Local's activism plan has furthered its goals.

President Loeb thanked and congratulated Local 8 for all its hard work and noted that this plan works to improve the lives of members. President Loeb further remarked that effective leadership makes it possible to prompt community support, political support, and ultimately a growth in membership.

"Local No. 8, Philadelphia, Pennsylvania/ Camden-Mercer County, New Jersey, Re: Live Nation Contract Tower Theater" (Gavel)

## LOCAL NO. 8, PHILADELPHIA, PA/ CAMDEN-MERCER COUNTY, NJ

**Re: Live Nation Contract Tower Theater**

International Vice President Michael Barnes appeared before the Board in his role as President of Local 8 to report on the Local's organizing efforts, including its recent success in organizing workers at Philadelphia's Tower Theater – a 3,500-seat club managed by Live Nation.

It was reported that Live Nation venues in Local 8's jurisdiction where current contracts are in place include the Tower Theater, Susquehanna Center (a 20,000 - seat amphitheater), Lincoln Financial Field, Citizens Bank Park, Art Museum (stadiums) as well as Festival Pier (an amphitheater under the national agreement). Live Nation also promotes shows at the Wells Fargo Center, Liacouras Center, and Sovereign Bank Arena and Local 8 has agreements with those venues. Local 8 has represented stagehands in the Tower Theater building since its original use as a Broadway House for over half a century. However, prior to its organizing efforts, the truck loading and site crews at the Tower Theater, along with Live Nation-managed facilities Festival Pier and the 300-seat TLA Club were not represented.

In November 2014, Local 8 was contacted by the workers at the Tower Theater. An existing agreement with Teamsters Local 107 was in place which covered one person as a standby when trucks were unloaded. However, the offloading of trucks and movement of equipment to the stage was performed by unrepresented workers making approximately $16 per hour with no benefits or overtime. The workers received pay for actual time worked rather than a four-hour minimum call, which is customary in the industry. In some cases, workers received checks totaling as little as $7.00 dollars, for one hour of work.

IATSE Local 8 collected authorization cards and filed a representation petition at the National Labor Relations Board (NLRB) on November 7, 2014. Teamsters Local 107 initially claimed it represented the workers. Upon review of the Teamsters agreement and some productive dialog, the Teamsters withdrew their claim. Local 8 and the employer were able to reach a stipulated agreement for an expedited election which took place December 13, 2014 at the Tower Theater. The formula used for voting was liberal and resulted in 36 workers being eligible to vote. The votes were tallied that night and Local 8 prevailed 26 to 1. It is believed that the Tower Theater club workers were the first to organize this type of venue in Philadelphia. The 36 workers were sworn into membership at Local 8's meeting on January 7, 2015. Local 8 waived its initiation fee and requested that the International waive its processing fee for these workers, which President Loeb approved.

Shortly after the Tower Theater win, Live Nation workers at the TLA Club approached Local 8 seeking representation. Authorization cards were collected, a petition was filed, and the Local is awaiting a decision by the NLRB as to when and how the election will take place. A third representation petition was also filed for the workers at Festival Pier. This group is made up of many of the same individuals who perform work at the Tower Theater. Live Nation has agreed to a card-check procedure for the Festival Pier workers once some outstanding issues are resolved.

It was also reported that contract negotiations were underway for a Philadelphia city-wide contract to cover these workers at all Live Nation clubs.

On behalf of Local 8, Vice President Barnes thanked President Loeb and the International for their support and for the support of the Defense Fund.

President Loeb stated that the costs of organizing can be significant but they are among the best investments the IA can make. When people come in, they strengthen the union. He thanked Vice President Barnes for his report and described it as an important message to everyone with non-union work in their jurisdictions.

"Local No. 63, Winnipeg, Manitoba, Re: Christie Lites" (Gavel)

## LOCAL NO. 63, WINNIPEG, MB

**Re: Christie Lites**

International Vice President John Lewis reported on behalf of International Representative Barny Haines to the General Executive Board on the recent establishment of Local 63's collective bargaining rights with Christie Lites, one of North America's largest lighting-only companies with thirteen locations.

It was reported that Vice President Anthony DePaulo contacted Representative Haines on July 14, 2014 to advise him of a potential organizing opportunity with Christie Lites, which was contemplating building a "Broadway" show in Winnipeg, Manitoba. Representative Haines immediately contacted Christie Lites and, on July 21, 2014, a collective agreement covering all shop employees, contract technicians and

show build technicians was signed. On July 24, 2014, Local 63 members began building a show under the new collective agreement. Highlights of the collective agreement include "downtown" book rates for all builds and wall to wall coverage for all shop employees and contract technicians.

President Loeb congratulated Representative Haines on his ability to successfully seize on the organizing opportunity with Christie Lites. President Loeb noted that this opportunity came to pass as a result of ongoing and timely communication between IATSE staff and emphasized that this type of cooperation should continue.

"Local No. 63, Winnipeg, Manitoba, Re: The Workplace Safety and Health Act" (Gavel)

## LOCAL NO. 63, WINNIPEG, MB

**Re: The Workplace Safety and Health Act**

International Vice President John Lewis and Canadian Counsel Ernie Schirru reported to the General Executive Board on the status of Manitoba Workplace Safety and Health Act provincial offence charges filed against, among others, IATSE Local 63, arising from a workplace accident at the Winnipeg Symphony Orchestra ("WSO") event at the Manitoba Centennial Concert Hall ("MCCH").

Following several court appearances, case management conferences and guilty pleas by both the WSO and MCCH, a formal stay of proceedings on all charges against Local 63 was entered by the Manitoba Crown Attorney's offices on November 6, 2014. No further legal action will be taken against Local 63 by the Province and the matter is at an end.

Pursuant to the direction of President Loeb at the Seattle General Executive Board meeting in July 2014, the Canadian Office drafted collective agreement language proposals in both French and English, which provide Locals and their members with indemnification for any damages and/or legal fees arising from any civil and/or criminal claims arising from workplace conduct. These proposals were presented at the Canadian Off-Year Convention held in Halifax, Nova Scotia in September 2014 and thereafter circulated by email.

President Loeb congratulated Local 63 on the positive outcome in this matter and encouraged the Canadian Locals to include the draft collective agreement language as part of any collective bargaining proposals on a go-forward basis. President Loeb also noted that this matter underscores the importance of both workplace safety and the training that locals must continue to ensure their members receive to prevent workplace accidents.

"Local No. 125, Lake Porter-La Porte Counties-Fort Wayne, Indiana, Re: Horseshoe Casino" (Gavel)

## LOCAL NO. 125, LAKE PORTER-LA PORTE COUNTIES-FORT WAYNE, IN

**Re: Horseshoe Casino**

International Vice President Craig P. Carlson reported on "The Venue"/The Horseshoe Casino. The Horseshoe Casino, located in Hammond, IN is a twenty minute drive from Chicago's southern city limit. The Horseshoe Casino was originally opened as "Empress Casino" in 1996, and was re-branded as the Horseshoe Casino on May 4, 2001. In 2004 the corporation was sold to Harrah's Entertainment and re-branded as Caesars Entertainment in 2010.

The Horseshoe's footprint is 400,000 square feet and it contains gaming, entertainment, restaurants, bars and lounges. It features a 2,500-seat proscenium theatre named "The Venue", which is Horseshoe's entertainment space and opened on August 8, 2008. The Venue is a 90,000 square foot arena that can host virtually any type of event. It was designed by Sceno Plus, the designer of all the Cirque du Soleil theaters in the United States as well as the Coliseum at Caesars Palace. The balcony seats are fixed but the main floor seating can retract to create a 4,000 capacity general-admission room, which can better accommodate contemporary rock shows and boxing matches. This space can also function as a banquet and trade show facility.

The Horseshoe Casino has produced more than 200 shows in their first three years including, Bette Midler, Smashing Pumpkins, Mo'Nique, James Blunt, Journey, Judas Priest, Alicia Keyes, Lady Antebellum, Jerry Seinfeld, Joel McHale and more, along with scheduled boxing matches and a steady stream of ethnic shows produced "in-house".

Additional events include The Great Midwest Smoke Out, the Chicago Circuit Championship of the World Series of Poker, along with various sports broadcasts that are presented on the Casino's 60-foot video screen.

After filing a representation petition with the NLRB, a hearing and a vote, Local 125 won the election to represent stage technicians at The Horseshoe Casino. The Local is preparing for collective bargaining negotiations.

President Loeb commended Vice President Carlson, Local 125, and the casino workers for their hard work, focus, and determination.

"Local No. 217, Rockford, Illinois, Re: Coronado Theater and BMO Harris Bank Arena" (Gavel)

## LOCAL NO. 217, ROCKFORD, IL

### Re: Coronado Theater and BMO Harris Bank Arena

International Vice President Craig P. Carlson reported on an agreement recently reached between Local 217, SMG and the Rockford Metropolitan Exposition Auditorium and Office Building Authority. He advised the Board that he was assigned by President Loeb to assist Local 217 in its negotiations with SMG and the City of Rockford for a contract to cover both the Coronado Theatre and the BMO Harris Bank Arena.

The BMO Harris Bank Center (formerly known as Rockford MetroCentre) is a 10,000-seat multi-purpose arena in downtown Rockford, Illinois. It is currently home to the American Hockey League's Rockford Ice Hogs hockey team and it hosts major concerts, sporting events, and other large scale events.

The Coronado Theatre is a 2,400-seat theater. It cost $1.5 million to build and it opened in 1927. The theatre's heyday in the 1960's saw entertainers such as Frank Sinatra, Judy Garland, Bob Hope, Sammy Davis Jr. and Milton Berle appear on its stage. In 1980, the City of Rockford made the Coronado an Illinois historic landmark.

Kerasotes Theater Organization, the former owners of the Theatre, donated it to the City of Rockford in 1997 whereupon they began an $18.5 million restoration project and it re-opened in 2001. Today, the Coronado Theatre plays host to large traveling theater companies and famous headlining acts.

The two venues, owned by the Rockford Metropolitan Exposition Auditorium and Office Building Authority, are responsible for a significant percentage of Local 217's job referral.

The bargaining parties of Local 217, the City of Rockford and SMG, successfully negotiated a collective bargaining agreement that greatly improves conditions, clarifies contractual language, and increases wages. The City of Rockford, SMG and Local 217 have all signed off on this agreement.

President Loeb commented that Vice President Carlson's assistance was crucial in order to protect the Local's jurisdiction and work, and helped the Local conclude this agreement. He congratulated the Local on a successful contract.

"Local No. 264, Newport News-Hampton-Williamsburg, Virginia" (Gavel)

## LOCAL NO. 264, NEWPORT NEWS-HAMPTON-WILLIAMSBURG, VA

In March 2009, Local 264 was placed into trusteeship by the International due to financial malfeasance of its then officers Jackie Cannon and Bill Pace. While planning their departure from the IATSE, Cannon and Pace hijacked the Local, stealing all of its work with various employers. President Loeb assigned International Representatives Mark Kiracofe and Scott Harbinson to serve as trustees of the Local and they carried on the day-to-day operations of the Local until February 2011.

Toward the end of the trusteeship, an election of officers was conducted by the trustees. During the 22-month trusteeship, Representatives Harbinson and Kiracofe began to rebuild the number of the Local's employers and successfully negotiated new collective bargaining agreements. When autonomy was restored the Local was on a path from which it could continue to rebuild.

At the beginning of the trusteeship in 2009, the Local had $237,000 in total assets. When autonomy was restored in 2011, Local 264 still had $222,000, and was beginning to rebuild relationships with employers. Two years later in 2013, the Local's assets had dropped to $91,000 resulting from disbursements totaling $75,000 and an income of only $17,000.

When President Loeb reviewed the 2013 LM report for Local 264, he noted the evident decline in assets and assigned Vice President William E. Gearns, Jr. and Representative Harbinson to review the Local's books and records.

In July 2014, Vice President Gearns and Representative Harbinson issued a preliminary report questioning payment of expenses that appeared unrelated to the Local. In August 2014, all of the officers of the Local resigned. In October, President Loeb revoked the Local 264 charter because the Local had fallen below the Constitutionally-required threshold of members. It was noted that at the time the charter was lifted, the Local only had approximately $18,000 in assets.

The Department of Labor is conducting an investigation into this Local and its former officers

"Local No. 482, Champaign-Urbana-Decatur-Danville-Rantoul-Charleston, Illinois"

## LOCAL NO. 482, CHAMPAIGN-URBANA-DECATUR-DANVILLE-RANTOUL-CHARLESTON, IL

International Vice President Craig P. Carlson reported on Local 482's agreement with the University of Illinois' Board of Trustees. When the Local's representatives presented their report at the IATSE District 9 Convention in June of 2014, a request was made for President Loeb's assistance in the upcoming negotiations with the University of Illinois.

Vice President Carlson met with Local 482 Business Manager Doug Gherma and Secretary-Treasurer Andrew Hall to discuss their issues. He also met with the Local leadership in advance of meeting with management.

Local 482 has historically represented the Krannert Center for the Performing Arts and Assembly Hall (the State Farm Center) at the University. The Krannert Center for the Performing Arts is an educational and performing arts complex that houses four distinct performance facilities.

The Krannert and State Farm Center provide steady employment for the house crew. During negotiations, the Local was able to capture additional jurisdiction for its traditional scope of duties which now includes all athletic facilities throughout the entire campus. Other highlights of the agreement include wage increases, an upgrade for the steward and ground riggers, annuity benefits, shift differential upgrade, better accountability and collaboration regarding the request/referral process and a five year term, as well as modifications in contract language.

Business Manager Gherma, Secretary Treasurer Hall and Local 482's Executive Board brought this agreement to general membership whereupon it was unanimously ratified.

Vice President Carlson thanked President Loeb for his unwavering support, and for his "four pillars" message to lead, educate, organize and become politically active, which has been adopted by smaller Locals.

President Loeb congratulated Vice President Carlson and Local 482 for greatly increasing the work opportunities for the Local. He noted that Vice President Carlson's efforts were extremely helpful in this contract negotiation.

PRESIDENT LOEB: Microphone 7.

DELEGATE ANDREW HALL, Local 482: Mr. President, Andrew Hall, Local 482. I'd like to extend the thanks of Local 482 to you, Mr. President, and to the International for granting assistance in appointing Vice President Craig Carlson to represented us in negotiations with the University of Illinois. Having the support of the International, and specifically, having the advice and leadership of Vice President Carlson gave us the strength to negotiate improvements in our collective bargaining agreement, which extended our jurisdiction with the university, expanded our work; and we expect to grow positions at the university for our Local as a consequence of those improvements.

For appointing Vice President Carlson who, quite frankly, like yourself, embodies – who personifies the kind of union strength that represents one of the themes of this convention, we thank you, sir, and we thank Vice President Carlson for all his hard work. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 695, Hollywood, California, Re: Autonomy"

## LOCAL NO. 695, HOLLYWOOD, CA

**Re: Autonomy**

International Vice President Michael F. Miller, Jr., International Representative Peter Marley, Local 695 Business Agent Scott Bernard and Local 695 Recording Secretary Laurence Abrams reported to the Board regarding the trusteeship and restoration of autonomy to Local 695.

It was noted that Vice President Miller and Representatives Marley and Steve Aredas were appointed by President Loeb to serve as Trustees of Local 695 and administer the affairs of the Local as a result of the trusteeship imposed on February 24, 2014. Vice President Miller reported that during the course of trusteeship the trustees had worked closely with members and employees of Local 695 to cure the issues that led to trusteeship. Together with the Local's employees and administrative staff, office policies were updated, office procedures were modernized and membership services improved.

A new Constitution and Bylaws was drafted by the Trustees with consultation and input from members. The new Local 695 Constitution was ratified overwhelmingly by the membership in a referendum vote. Subsequent to the ratification of the Constitution, an election of officers was held. The principal officers were unanimously elected and a referendum vote was held for the positions of Executive Board and Delegates. That election was concluded on January 13, 2015 and President Loeb traveled to Los Angeles to swear in the new officers and restore autonomy to Local 695 on January 17th.

Business Agent Bernard thanked President Loeb and the Trustees for working to restore the Local to a well-functioning local union. He noted that he believes there is an increased level of excitement within the membership.

President Loeb noted that the Local was in trusteeship for eleven months and now that autonomy is restored and new officers in place, the Local may move forward knowing they have the full support of the International.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE AARON S. BERNARD, Local 695: Mr. President, Scott Bernard, Business Representative, Local 695. With the restoration of our autonomy, Local 695 reevaluated from top to bottom the representation and services that we were providing our membership. We developed several new programs and services. But in the spirit of this convention, "Growth Equals Strength," I would like to just highlight one in particular.

We developed, through our Social Media Department, a prospective membership presentation. This was created by our Education and Communications Director, Brother Lawrence Abrams. This program was inspired by you in the recognition that all workers should be represented by a union.

Several times during the year, Local 695 opens our doors to this two-hour presentation to a full house of non-union workforce in our jurisdiction. We show them what it means to be a union member and we show them a path to membership. When we put out a call for an IA picket line, not only do our members show up, but these prospective members show up too, and they're proud to sign in "Prospective Local 695 member."

Over the past two years, this outreach and their organizing efforts has increased the membership of Local 695. This growth, along with our successful protection of our jurisdiction, has produced more union job opportunities for the members of Local 695. "Growth Equals Strength."

Thank you, President Loeb, for all the outstanding leadership that you continue to show and the support that you show for all members of the IATSE. We thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Scott.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 695, Hollywood, California, Re: Litigation" (Gavel)

## LOCAL NO. 695, HOLLYWOOD, CA

**Re: Litigation**

International Vice President Michael F. Miller, Jr., International Representative Peter Marley, General Counsel Samantha Dulaney, and West Coast Counsel James G. Varga reported on litigation involving Local 695. The Local Union and former Business Representative, James A. Osburn, sued the International Alliance and President Loeb.

The lawsuit sought to enjoin a hearing on charges against Mr. Osburn. The case became moot when the hearing date was vacated and rescheduled by the I.A. Once the trusteeship was imposed, the I.A.T.S.E. moved to have Local 695 withdrawn from the lawsuit. The lawsuit has been dormant since it was filed.

"IATSE's PAC Bylaws" (Gavel)

## IATSE's PAC BYLAWS

Assistant to the President Deborah A. Reid and West Coast Counsel James G. Varga reported on the preparation of Bylaws to govern the IATSE's State and Local PAC, as well as the IATSE's Federal Speech PAC, in a fashion similar to the structure of the IATSE federal PAC which has been in place for over ten years.

Thus, all three of the IA's PACs will be governed by an Executive Committee appointed by the International President. The Executive Committee will have authority to approve contributions and expenditures from the respective PACs.

The General Executive Board approved the adoption of the new PAC Bylaws.

"Adjournment" (Gavel)

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 9:45 a.m. on Friday, January 30, 201

"Report of the IATSE Defense Fund Committee, The Sheraton Charlotte Hotel, Charlotte, North Carolina, January 27, 2015" (Gavel)

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

### THE SHERATON CHARLOTTE HOTEL CHARLOTTE, NORTH CAROLINA JANUARY 27, 2015

Since the last report of the Defense Fund Committee in Seattle, Washington on August 5, 2014, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

**LOCALS**

Local No. 3, Pittsburgh/New Castle, PA –
August Wilson – Legal.....$989.75

Local No. 26, Grand Rapids/Muskegon/Battle Creek/
Kalamazoo/Holland/St. Joseph, MI – Meijer Gardens
– Legal .....1,618.48

Local No. 58, Toronto –
Artscape, Inc. – Legal.....8,241.47

Local No. 118, Vancouver, BC –
York Theatre – Legal..... 5,082.84

Local No. 129, Hamilton/Brantford, ON –
Hamilton Ent. Convention & Global Spectrum
Facility Management Ltd. – Legal .....4,865.26

Local B-173, Toronto/Hamilton, ON –
Hamilton Entertainment – Legal ..... 1,243.00

Local No. 142, Mobile, AL – David Tuffs Hiring Hall/
Seniority List –Legal .....175.44

Local No. 205, Austin, TX –
Long Center – Legal.....4,077.50

Local No. 210, Edmonton, AB -
McLab Centre Certification – Legal .....1,285.20

Local No. 212, Calgary, AB –
Redemption Albert, Inc./
Payroll Default – Legal.....44,386.65

Local No. 262, Montreal, QC –
Cinema Brossard – Legal.....86.23

Local No. 320, Savannah, GA –
Lucas Theatre – Legal.....13,121.23

Local No. 415, Tucson, AZ –
Rialto Theater – Legal .....7,602.15

Local No. 461, St. Catherines–Welland–
Niagara Falls, ON – Brock University and the
City of St. Catherines – Legal ..... 5,670.93

Local No. 481, New England Area –
Grievance – Legal.....15,000.00

Local No. 500, South Florida –
Kravis Center – Legal .....370.00

Local No. 695, Hollywood, CA –
TRO – Legal.....250.00

Local No. 849, Maritime Provinces –
Egg Films – Legal .....2,198.48

Local No. 849, Maritime Provinces –
Trade Union Act Organizing – Legal .....216.20

Local No. 859, Atlanta, GA – Fox Theater – Legal.
250.00

Local No. 917, Atlantic City, NJ –
Trump Plaza, Atlantic City – Legal..... 24,772.54

Local No. 927, Atlanta, GA –
Live Nation – Legal ..... 3,668.00

**SUB TOTAL.....$145,171.35**

**INTERNATIONAL**

IATSE – Gigapix – Legal ..... 412.50
IATSE – Freedom Films – Legal ..... 300.00
IATSE – William A. Doucette, Jr. –
Legal..... 765.00
IATSE – International Organizing &
Contracts – Legal..... 2,356.40
IATSE – Sunset Cultural Center
(Erin Barlow) – Legal ..... 4,664.00
IATSE – AQTIS Jurisdictional Dispute –
Legal..... 109,974.05
IATSE – Metropolitan Opera –
Legal ..... 36,271.99
IATSE – Basic Agreement..... 687.50
IATSE – Golf Channel –

Legal ..... 33,107.07
IATSE – Joint Employer Brief/RIPD – Legal ..... 2,273.10
IATSE – Province of Quebec – Bill 32 – Legal ..... 6,215.00
IATSE – Mobile TV Group RC Petition – Legal ..... 2,784.99

**SUB TOTAL.....$199,811.60**

**LOBBYING AND CONSULTING**
Thorsen French Advocacy..... 51,126.54
Pac–12 Network ..... 6,000.00

**SUB TOTAL.....$57,126.54**

**EDUCATION**

Leap Reimbursements to Locals and/or Officers..... 22,358.17
Misc. Training/InfoComm/Instructors/Young Workers.....115,476.69

**SUB TOTAL.....$137,834.86**

**GRAND TOTAL .....$539,944.35**

Respectfully Submitted,
Matthew D. Loeb
Anthony DePaulo
J. Walter Cahill
John M. Lewis
Daniel E. Di Tolla

## REPORT OF THE GENERAL EXECUTIVE BOARD MEETINGS (Resumed) Book 2

PRESIDENT LOEB: We'll now proceed to the report of the General Executive Board Meetings, Book 2.

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Report of the General Executive Board Meeting Held at the Westin Nova Scotia in Halifax, Nova Scotia, July 27 through the 31st, 2015.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

## HELD AT THE WESTIN NOVA SCOTIAN HALIFAX, NOVA SCOTIA

## JULY 27 - 31, 2015

Call to Order" (Gavel)

## CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, July 27, 2015 in the Commonwealth A Room of the Westin Nova Scotian, Halifax, Nova Scotia.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB,
International President
JAMES B. WOOD,
General Secretary-Treasurer
MICHAEL BARNES,
First Vice President
J. WALTER CAHILL,
Second Vice President
THOM DAVIS,
Third Vice President
ANTHONY DEPAULO,
Fourth Vice President and Co-Director of Stagecraft
DAMIAN PETTI,
Fifth Vice President
MICHAEL F. MILLER, JR.,
Sixth Vice President and Director of Motion Picture and Television Production
JOHN T. BECKMAN, JR.,
Seventh Vice President
DANIEL E. DI TOLLA,
Eighth Vice President and Co-Director of Stagecraft
JOHN R. FORD,
Ninth Vice President
JOHN M. LEWIS,
Tenth Vice President and Director of Canadian Affairs

CRAIG P. CARLSON,
Eleventh Vice President
WILLIAM E. GEARNS, JR.,
Twelfth Vice President and
Director of Tradeshow and Display Work
PHIL LOCICERO,
Thirteenth Vice President

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; Assistants to the President Deborah A. Reid and Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Assistant Director of Motion Picture and Television Productiotn Daniel Mahoney; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Christopher "Radar" Bateman, Steve Belsky, Peter DaPrato, Brian Faulkner, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, Scott Harbinson, Kent Jorgensen, Mark Kiracofe, Ron Kutak, Peter Marley, Don Martin, Julia Neville, Fran O'Hern, Joanne Sanders, Joseph Short, Lyle Trachtenberg, Jason Vergnano and Joel Youngerman; Staff members Colleen Paul, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly, Krista Hurdon and Margaret LaBombard.

In addition, guests of the IATSE at this meeting included Member of Parliament for Halifax Megan Leslie, President of the CLC Hassan Yussuff and General Secretary of BECTU Gerry Morrissey.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 311, Middletown-Newburgh-Kingston, NY; 329, Scranton-Pittston, PA; 353, Port. Jervis-Sullivan County, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 580, Windsor-Chatham, ON; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 680, Halifax-Dartmouth, NS/Saint John-Moncton-Fredricton, NB; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Newfoundland/Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 824, Athens, GA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 906, Charlottetown, PE; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY, B20, Portland, OR; B27, Cleveland, OH; B29, Philadelphia, PA; and B173, Toronto-Hamilton, ON.

"Host Locals" (Gavel)

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 667, 680 and 849 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Halifax, Nova Scotia. On behalf of the Host Locals, Marcel Boulet, President of Locals 680 and 849, thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

President Boulet noted that hosting the General Executive Board meeting in Halifax was the dream of the late Local 849 President Gary Mitchell. It was President Mitchell's intention to have a celebration for the Local's 25th Anniversary in conjunction with the

General Executive Board meeting, to showcase the entertainment industry and treat all the attendees to Maritime hospitality. Due to recent reductions in Nova Scotia film tax credits levels work had decreased and, it was not financially prudent for Local 849 to plan such a celebration.

As part of President Mitchell's legacy, Local 873 President Wayne Goodchild, who saved Brother Mitchell's life with an airport AED last year, will be assisting Local 849 in dedicating an AED in the Local's office.

The delegation rose for a moment of silence in honor of Brother Gary Mitchell who passed away on February 13, 2015.

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and hard work in assisting with the arrangements for a successful meeting in beautiful Halifax. President Loeb added that this Mid-Summer General Executive Board meeting was the best attended Board meeting ever held outside of an IATSE Convention, which is both a tribute to the Locals, the city of Halifax as well as the general state of the Alliance.

"Introductions" (Gavel)

## INTRODUCTIONS

At the onset of the Board meeting, President Loeb introduced newly-appointed International Representative Jason Vergnano.

Jason has been a member of Montreal Stage Local 56 since 1999 and became Business Agent of the Local in 2008. He has led numerous successful organizing drives in the past five years and has turned Local 56 into one of the most successful organizing Locals in Canada. By trade, he's a touring rigger and stage manager, and was elected as Business Agent by strong majority and won three additional terms by wide margins, and maintains strong relationships with many Locals across Canada.

"General Executive Board Meeting Minutes, Mid-Winter Meeting, January 26th to the 30th, 2015, Charlotte, North Carolina" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES

### Mid-Winter Meeting – January 26-30, 2015 – Charlotte, N.C.

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Charlotte, North Carolina, the week of January 26-30, 2015.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

"Report of the General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on the financial status of the IATSE.

*Audited Financial Statements*

During the past several months, auditors from the accounting firm of Schultheis & Panettieri have been in the General Office working with the Finance Department to prepare the annual financial statements. As with past practice, these will be published in the Third Quarter 2015 issue of the Official Bulletin.

During the fiscal year ending April 30, 2015, the net income from operations in the General Fund before pension adjustment and investment income was an increase of $1,552,158. The change in net assets in the Defense Fund was an increase of $676. The change in net assets in the Convention Transportation and Per Diem Fund decreased by $895,397 due to the 67th Quadrennial Convention. The total assets of the International stand at just over $67,651,768 million and the net assets as of year-end total $45,422,996 million. These numbers only include the depreciated values of the International's real estate holdings, not market values which are substantially higher.

*Member Address Program*

In accordance with the 67th Quadrennial Convention action to amend the International Constitution and Bylaws, Article Nineteen, Section 28, local unions must submit on a quarterly basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to timely process this information for 373 local unions, the Finance Department is encouraging Locals to submit the information in electronic format. A campaign was initiated by the Finance Department to encourage compliance and the number of local unions submitting the necessary information has been increasing every quarter.

To date the program has been very successful in improving the accuracy of member contact information

in the International's database and the International now has almost 67,000 member email addresses.

*Information Technology*

In connection with the move to the new General Office a Voice Over Internet phone system was installed. A major goal of installing any new technology is the desire to provide greater connectivity between our offices and therefore a system was selected that would allow for future expansion to other offices. The phone system in the West Coast Office has now been replaced with the same system. This allows direct extension dialing between offices as well as use the other office as a backup if an emergency arises in one of the offices. The telephone service provider is expected to expand into Canada in the future and when that occurs we will install a similar system in the Canadian Office.

The transition of all of our computer users to the Microsoft Office 365 environment is now complete. Every user now has the same version of Office and will be upgraded immediately upon the future release of new versions. In addition, using the SharePoint program within Office 365, individual Department sites are being created. This will allow Representatives within Departments to share documents and easily collaborate. The files are stored on a cloud based server allowing anyone in the Department to access files at anytime from anywhere in the world as well as multiple collaboration tools such as message boards, calendars, and project checklists.

The IATSE, through IT Administrator Jimmy Rainey, has worked with the IATSE Training Trust to install a new server as well as a secure file transfer protocol that will allow for the Training Trust to operate separate and apart from the West Coast Office computer system and to securely receive and store data from payroll companies.

Working with the Communications Department as well as our computer consultant, a project has commenced to transition the email service for member communication from the MailChimp program that has been in use for a number of years, to the Action Network. This change will allow for easier targeting of specific demographics across states, Congressional Districts, etc.

The project to install video conferencing equipment in the General, Canadian and West Coast Offices is now complete. In addition, licensing agreements have been entered into with a company called BlueJeans, which allows representatives outside of office locations to participate in video conference calls as if they were located within an office. Departments have begun using this new tool on their weekly Department calls.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During fiscal year ending April 30, 2015, royalty payments totaling $151,474 were received.

2. There are now 241 of the International's 373 local unions using the online system for completing and submitting Quarterly Reports and these local unions represent 96% of the total membership of the Alliance.

3. The General Office has now installed an AED and held two training sessions for everyone that works in that office. This now completes the installation and training in the General, Canadian and West Coast offices.

4. The campaign to encourage members to receive the Official Bulletin in electronic format has continued and over 13,000 members now receive the Bulletin in that manner. This has resulted in savings in postage and printing costs of over a $50,000 per year.

5. The total membership of the Alliance continues to grow and has now reached 123,565 which is an increase of over 1,500 members since the winter General Executive Board meeting in Charlotte, NC.

6. The International continues to charge fees for consultation responses for INS Visas. During fiscal year ending April 30, 2015, almost $850,000 in fees were collected and as per prior General Executive Board action, all of that revenue is deposited in the Building Fund.

At the conclusion of his report, General Secretary-Treasurer Wood discussed the anticipated need for future expenses to maintain and update the West Coast Office. The exterior of the building is original and needs to be replaced, as do many of the mechanical systems. In addition, the present layout of the office did not anticipate the growth in number of staff and representatives or the creation of the Training Trust, which is housed in the West Coast Office.

In light of the earlier reported strong financial condition of the International, General Secretary-Treasurer Wood made a motion to transfer $500,000 from the General Fund to the Building Fund in anticipation of future expenses. The motion was passed unanimously by the General Executive Board.

A motion was made, seconded and passed to adopt the Report of the General Secretary-Treasurer.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees covering the period of October 1, 2014 through April 30, 2015 to the General Executive Board. Trustee Harper reported that the Trustees met in the General Office in New York City on June 2-4, 2015 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb expressed his appreciation and thanked the Trustees for their work. The Board accepted and approved the Report of the Trustees.

"Hassan Yussuff, President, Canadian Labour Congress" (Gavel)

## HASSAN YUSSUFF PRESIDENT, CANADA LABOUR CONGRESS

Hassan Yussuff, President of the Canadian Labour Congress (CLC), addressed the General Executive Board and the various Local representatives in attendance.

President Yussuff welcomed the IATSE to Canada and began his remarks by congratulating the IATSE on its many successes as one of the leaders of the organized labour movement in Canada. He also thanked the IATSE, and in particular International Vice President John Lewis, for the role the IATSE plays in the governance and success of the CLC.

President Yussuff then focussed his address on the important role organized labour must play in the upcoming Canadian federal election. Yussuff explained that the CLC represents 3.3 million member workers across Canada and that by mobilizing this membership, labour can and will make a significant difference in the outcome of the federal election. The CLC's goal in this election is to ensure that the right wing political agendas which take aim at organized labour and the growth of unions will fail and political parties that support labour will form a new federal government. Yussuff highlighted one specific right wing agenda - the amendments to the Income Tax Act (Bill C-377) - which places onerous public financial disclosure obligations on trade unions. Although Yussuff noted that defeating the federal Conservative government in the upcoming election will result in a repeal of this anti-labour legislation, Yussuff confirmed that the CLC is fully intent on challenging this legislation in the courts if necessary. Yussuff then commented on the CLC's current efforts to ensure that this federal election debates focus on issues important to labour, like the ills associated with precarious part-time employment, the underfunding of public pensions and the lack of publicly funded child care. Yussuff emphasized that mobilizing activism amongst CLC members is integral to ensuring these types of issues are at the forefront of the federal election discussion. In doing so, Yussuff then highlighted that the mobilization and activism of labour was recently successful in electing labour friendly governments in Quebec and Alberta and that the same successes can be realized federally with the assistance and support of CLC member leaders like the IATSE.

President Loeb thanked President Yussuff for his comments. In doing so, President Loeb stated that the CLC's fight for social justice and fairness for workers in Canada is the same fight IATSE wages every day for its members across Canada and the United States. President Loeb went on to state that the CLC's message is the right message and a strong message which IATSE fully supports. President Loeb concluded his comments by stating that the CLC's emphasis on activism is shared by IATSE and that the IATSE's continued participation in and support for the CLC will remain strong during the upcoming federal election and beyond.

"Egg Films Rally"

## EGG FILMS RALLY

President Loeb, Vice President John Lewis and Local 849 President Marcel Boulet led the General Executive Board and local union representatives in attendance at the Board meeting in a spirited rally at Egg Films offices located in Halifax, Nova Scotia. During the rally, the IATSE's support for members of Local 849 in their efforts to reach a renewal collective agreement was clearly communicated to Egg management and the public.

PRESIDENT LOEB: Microphone 7.

DELEGATE MARCEL R.J BOULET, Local 680: Mr. President, Marcel R.J Boulet, Local 680, Mainland Nova Scotia and New Brunswick. I have the privilege today, hopefully, to thank all of the delegates that appeared at the Westin in Halifax, that showed their

support and solidarity and marched with me to the doors of Egg Films. There's nothing like having 200 leaders of the IATSE march on a picket line to show that you mean it when you say, "The International has your back." Thank you, President Loeb.

*(Applause)*

PRESIDENT LOEB: Thanks, Marcel.

Microphone 2.

DELEGATE EDMOND H. BROWN, Local 44: Mr. President, Ed Brown, IATSE Local 44, Hollywood, California. And I want to say to the brother that was just up at the microphone, that it was actually our pleasure. I literally – when I saw this in the book, I had to get up and say something, because if you have not seen what ended up happening up there, it was pretty astounding for 200 of us to leave – under President Loeb's charge, to leave the hotel, to march through the streets of North Carolina, in Charleston, over to this employer's offices, in massive strength. It was amazing. There was press out there. They were screaming at us, we were screaming at them. It was just a real joy.

And if you've never marched a picket line with International President Loeb, you ought to do it. Thank you.

*(Laughter and applause)*

PRESIDENT LOEB: That was Halifax, not Charleston, right? Good.

I mean, I'm happy to march in Charleston. If they need us, we'll be there.

*(Laughter)*

Thanks, Ed.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 480, State of New Mexico, Re: Defeating Right to Work Legislation" (Gavel)

**LOCAL NO. 480, STATE OF NEW MEXICO**
**Re: Defeating Right to Work Legislation**

Local 480 Business Agent Jon Hendry, Local 600 Executive Director Bruce Doering, Local 700 Assistant Executive Director Cathy Repola, and Local 800 Business Agent dooner made an appearance before the Board to report on the defeat of proposed "right to work" legislation in New Mexico. Local 480 spearheaded the campaign with assistance from the International and sister Locals. The campaign engaged lobbying and new media to get out the message to the New Mexico legislation. The report stressed the importance of work in IATSE jurisdiction to the economy of the State of New Mexico. The New Mexico labor movement was exposed to possible devastation if the proposed law had passed. The campaign was a total success, and the proposed so-called "right to work" law was defeated.

President Loeb noted that Brother Hendry is also the President of the New Mexico Federation of Labor and pulled out all the stops on this campaign. President Loeb commended Brother Hendry and all the Locals for their solidarity and stressed that when we come together to work hard it is possible to achieve our goals and ultimately protect workers.

"Gerry Morrissey, General Secretary, BECTU" (Gavel)

**GERRY MORRISSEY**
**GENERAL SECRETARY,**
**BECTU**

President Loeb introduced Broadcast Entertainment Cinematograph Technicians Union's General Secretary Gerry Morrissey who attended the Board meeting as the IATSE's guest. General Secretary Morrissey has served in his current position since 2007 and has been working with President Loeb to continue the relationship between the IATSE and BECTU that was started some years ago. President Loeb noted that the IATSE and BECTU are both affiliates of UNI Global Union's Media Entertainment Industry sector (UNI-MEI) and Mr. Morrissey currently also serves as its President.

General Secretary Morrissey addressed the meeting attendees and in his opening remarks he touched on the long history of the relationship of the two organizations that dates back to the 1980s. Mr. Morrissey noted that both the IATSE and BECTU have cultivated a relationship as one of solidarity with the common goal of providing the best representation to the members of both organizations. The IATSE and BECTU share many common employers that are multi-national and have stood in solidarity when disputes arise with some of those employers as well as others whose actions are unfavorable to the members. In fact, Mr. Morrissey announced that after hearing reports of the ongoing dispute between IATSE Local 849 and Egg Productions, he directed that information on this dispute and the unfairness

of Egg Productions be posted on BECTU's website in support of Local 849. He also noted that in his position as President of UNI MEI, he would direct that its website also post this information.

Mr. Morrissey spoke to the importance and impact of social media and how effective it was in BECTU's recent past. He referred to BECTU's campaign for a living wage at the Ritzy Cinema in London where there were fourteen strikes over a period of four months. The social media campaign on this dispute was all coordinated by BECTU's Young Workers and he proudly announced that the campaign won the 2015 TUC Youth Campaign Award for their work on this campaign. He noted his astonishment when this social media campaign was launched, and the company received over 450,000 calls, emails and other communications over a period of only seventeen minutes.

General Secretary Morrissey made reference to the recent election in May in the United Kingdom when, much to his dismay, the electorate voted overwhelmingly for the Conservative Party leader. Morrissey stated that the attacks on workers is worldwide and the U.K. will face many challenges over the next five years until the next election. He noted that there is much work to be done to ensure better voter turnout and better educated voters.

He noted that motion picture production is doing well in the U.K. because of tax incentives, and commercial theatre is also doing fairly well while regional theatre is not doing as well due to reduced government funding. He also noted the importance of organizing and said this is key to strengthening the labor movement and the voice of workers throughout the United States, Canada, the United Kingdom, and across the globe.

President Loeb thanked General Secretary Morrissey for visiting with the Board and attending the meetings, and noted that the IATSE has locked arms with BECTU and will stand together in solidarity at every step.

"Megan Leslie, Member of Parliament" (Gavel)

## MEGAN LESLIE, MEMBER OF PARLIAMENT

Megan Leslie, Member of Parliament for Halifax and Deputy Leader of the Federal New Democratic Party (NDP), addressed the General Executive Board and the various Local representatives in attendance.

Ms. Leslie started off her address by confirming that she supports the right to collectively bargain. She then went on to welcome the IATSE General Executive Board and all attendees to Canada and congratulated the IATSE on its success as a strong trade union that has continued to grow its membership despite the many hurdles organized labour faces under the Conservative government.

Ms. Leslie focused her remarks on the need for change in leadership at the federal level. She explained the NDP election platform, including reducing the retirement age to 65 years, bringing in a federal minimum wage of $15 per hour and creating one million childcare spaces at $15 per day. Ms. Leslie also discussed the NDP's commitment to the performing arts, film and cultural centres through significant funding of programs like Telefilm Canada and the like.

President Loeb thanked Ms. Leslie for addressing the General Executive Board. He stated that the IATSE supports like-minded people, organizations and politicians that share the interests of the IATSE and its members and that Ms. Leslie was one of those individuals that will have the backing of the IATSE.

"IATSE Training Trust Fund (IATTF)"

## IATSE TRAINING TRUST FUND (IATTF)

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund, made an appearance before the General Executive Board accompanied by Union Trustees James Varga (IATSE West Coast Counsel), Director of Education Patricia White, and International Representatives Julia Neville and Peter Marley, to give an update and overview of the activities of the IATTF. The Trust Fund currently has over 1,135 signatory employers.

It was reported that the Trustees of the TTF met in May 2015 to review mission, vision and values of the Trust in addition to setting goals. The revised mission and vision can be found on the Training Trust Fund website at http://www.iatsetrainingtrust.org/mission-statement/. The Trustees also organized the work of the Trust into three categories: Training, Capacity Building and Resources/Technical Assistance.

The latest good news is that, as a result of the recently concluded Area Standards Agreement negotiations, employers that are signatory to that contract will be making contributions to the Trust Fund. This will bring big changes, including more trustees, and a lot more funding for programs. The contract takes effect August 1, 2015 and progress regarding training for members of Studio Mechanic

Locals will be reported to the Board at its January meeting.

Updates were given on the new 2015 programs of the Trust. The new "Train the Trainer" program is being offered throughout the United States and Canada. To date, seventy-five IATSE workers have attended. Those trainers were surveyed on trainings they are now conducting and as a group they have trained over 1,515 IATSE workers this year for a grand total of 14,400 training hours.

The development phase of the first two modules of the Safety curriculum being created by UCLA for the Trust are almost complete and they are entering the pilot testing phase. These two modules will be available to Locals in the fall. Other curricula including the OSHA 10/General Entertainment Safety, Essentials of AV and an ETCP Refresher curriculum are already available. Locals should contact the Training Trust Fund to apply if they wish to use these courses.

The difference between calendared and supported courses was clarified. Calendared courses are courses for which the Training Trust Fund handles the scheduling, advertising, registration and direct payment of instructors for a particular class. These courses are open and advertised to all IATSE workers. Supported courses are group trainings arranged by the local unions themselves. The Training Trust Fund supports these trainings in the form of a reimbursement. Locals must apply to the Training Trust Fund in advance to have a supported course. This program helps defray the cost of training offered by local unions.

Cumulative numbers for all of the programs sponsored or supported by the Fund were reported. The OSHA/General Entertainment Safety Training has trained 965 IATSE workers for a grand total of over 11,000 hours of training. The Supported course program has reached more than 665 IATSE workers with over 6,600 hours training. Two hundred and thirty-nine IATSE workers have received over 8,900 hours of hands on training through the Essentials of AV course. Since its inception, the Training Trust Fund has reached more than 4,550 workers with almost 53,000 cumulative hours of training.

In closing, Executive Director Campos noted that more and more workers are being reached through the Training Trust Fund and new trainers are being trained all the time. More trainers equals more trainings taking place and more workers being trained. The vision of this cycle of training, multiplying and spreading across the United States and Canada is beginning to be realized. The Trust thanked President Loeb, the Board, the Union, all the teachers, students and others who are part of helping the IATSE TTF to realize this vision.

PRESIDENT LOEB: Microphone 3.

DELEGATE DELIA MULHOLLAND, Local 887: Delia Mulholland Local 887. Mr. President, we want to thank you for the development of the Training Trust and making its resources available to all the Locals throughout the Alliance for craft and safety training. Liz Campos is a true asset. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Appeal File No. X5008-14(b), Matthew Murray v. Local No. 415" (Gavel)

## APPEAL FILE NO. X5008-14(b) MATTHEW MURRAY V. LOCAL NO. 415

This appeal from Matthew Murray to the Board was from the decision of the General Secretary-Treasurer to deny Murray's request to personally appear before the Board on his appeal regarding his election protest in Local 415. The Board denied Murray's appeal.

The Board found that in accordance with the provisions of Article Seventeen of the International Constitution and consistent with the practices of the International, General Secretary-Treasurer James B. Wood notified Murray that his appeal to the General Executive Board (regarding a challenge to the Local 415 officers' elections) would be presented during the Board's meeting in Halifax, Nova Scotia and that no personal appearances would be permitted before the Board regarding his appeal.

The Board found that this is consistent with Article Nine, Section 1(t) of the International Constitution and with notifications sent to other individuals who submitted appeals docketed for the Board's meeting in Halifax, as well as appeals to the Board at previous meetings held since the adoption of Article Nine, Section 1(t) by the International Convention. Thus, the appeal was out of order. Neither President Loeb nor General Secretary-Treasurer Wood participated in the deliberations or voted concerning this appeal.

"Appeal File No. X5008-14(a), Matthew Murray v. Local No. 415" (Gavel)

## APPEAL FILE NO. X5008-14(a)
## MATTHEW MURRAY V. LOCAL NO. 415

Matthew Murray appealed to the General Executive Board from a decision of the International President dated May 1, 2015. President Loeb affirmed the decision of the Local 415 membership which dismissed Murray's election protest.

Murray challenged the Local 415 election on several grounds including that the ballots were mailed more than twenty (20) days prior to the election; no observers were present during ballot preparation; two (2) candidates did not meet the working-at-the-trade ("WAT") or the good standing requirements; quick ballot mailing denied candidates a meaningful opportunity to campaign; the election judge and secretary-treasurer prepared ballots without the list of nominees from the recording secretary.

The membership denied Murray's challenges, finding them without merit. President Loeb affirmed the membership and found that the Local capably dispensed with all the challenges. Specifically, he

- Upheld the determination that the Local 415 constitution and bylaws did not require that ballots be mailed exactly twenty (20) days before the election, but rather be mailed at least twenty (20) days prior to an election. He found the greater amount of time allowed for timely arrival of the ballots.

- Found that the election judge correctly ruled that the two (2) candidates were in good standing; the WAT requirements were not in issue in this election.

- Found that there was no evidence that the quick and efficient mailing of ballots interfered with the nominees' ability to campaign.

- Found that the ballots included all the names of those who were nominated for office. He accepted the election judge's representation that the Secretary-Treasurer not the Recording Secretary was responsible for preparing the list of nominees.

Murray appealed to the General Executive Board alleging that the International President improperly relied upon the rulings of the election judge. Murray challenges the election judge's ability to serve as judge, alleging that she was not in good standing and did not satisfy the WAT requirements.

The Board affirmed the decision of the International President and denied Murray's appeal. The Board found that Murray's challenges to the election judge were without merit and irrelevant. There was no evidence that the election judge's ruling were unsubstantiated. Moreover, Murray's challenges did not state a violation of the Labor Management Report and Disclosure Act or of the International or Local's Constitutions and Bylaws.

Neither President Loeb nor General Secretary-Treasurer Wood participated in the deliberations or voted concerning this appeal.

"Appeal File No. X5012-15, Craig Michie v. Local No. 720" (Gavel)

## APPEAL FILE NO. X5012-15
## CRAIG MICHIE V. LOCAL NO. 720

On February 13, 2015 Brother Craig Michie submitted two sets of charges against Brother Dan'l Cook, President of Local No. 720.

Michie's Affidavit of Charges – Charge #1 alleged that President Cook had appointed Randy Soltero (a non-member and at-will employee of Local 720) as a Delegate to the Southern Nevada Central Labor Council. Michie's charge against Cook alleges that Cook's action to appoint Soltero to serve as a Delegate, violates the provisions of the Local's Constitution and Bylaws because Soltero was not a member and therefore ineligible to serve as a Delegate to the Southern Nevada Labor Council.

Michie's Affidavit of Charges – Charge #2 alleged that President Cook, by appointing Soltero to serve as a Delegate to the Southern Nevada Central Labor Council, also violated the AFL-CIO Constitution, specifically the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils.

A letter dated March 10, 2015 to the International President from Local 720 Vice President Leon Morris who, by virtue of office also serves as Chairman of the Internal Affairs Committee, sought "clarification on processing charges against an officer of Local 720."

In his response dated May 6, 2015, the International President advised Morris that the charges filed by Brother Michie were non-cognizable. President Loeb explained that the alleged actions of President Dan'l Cook regarding Randy Soltero should have been the subject of an appeal to the Local's Executive Board rather than charges against President Cook.

Responding to the International President's May 6, 2015 letter to Morris, Brother Michie takes issue

with the determination of the International President that Charge #1 and Charge #2 were non-cognizable and should have been the subject of an appeal to the Local. Brother Michie further restates the reasons that Randy Soltero should not have been eligible to serve as a Delegate to the Southern Nevada Central Labor Council, and Michie requests a "Reconsideration of your [International President's] Determination that, the two (2) Charges" he filed on "February 13, 2015 were non-cognizable. Michie requests that the International President overturn his ruling so that this matter may proceed.

By letter dated June 4, 2015, the International President responded to Michie that he stood by his May 6th decision and that Michie's letter dated May 20, 2015 was deemed to be an appeal to the General Executive Board.

Craig Michie's appeal is now beforewas presented to the General Executive Board for deliberation. The Board reviewed the entire file and Brother Michie's request for reconsideration. It denied Michie's appeal and affirmed the decision of the International President. President Loeb did not participate in the deliberations or the vote concerning this appeal.

"Appeal File No. X5010-15, W. Rick Nichol v. Local No. 800" (Gavel)

**APPEAL FILE NO. X5010-15**
**W. RICK NICHOL V. LOCAL NO. 800**

On May 28, 2014, Brother W. Rick Nichol filed charges against Brother C. Scott Baker. The crux of the charges alleged that Baker, in his capacity as Chairperson of the Set Designers and Model Makers (SDMM) Council, failed to send meeting notifications to the Council and that Baker had set no agenda for meetings scheduled for March 20, 2014 and April 24, 2014. In addition, Nichol alleged that Baker did not personally attend either of those two meetings, however, it was noted that Baker did "attend" the April 24, 2014 meeting by telephone. For these reasons, Nichol alleged in the charges that Baker was "guilty of neglect of duty in office for personal reasons or gains, known only to himself, but apart and clearly not for the benefit, betterment or in the best interest of the membership within the Set Designers and Model Makers Craft."

On May 28, 2014 the Executive Board of Local 800 determined (on May 28, 2014) that the charges filed by Nichol against Baker were non-cognizable. The Local's general membership voted at a special meeting on July 12, 2014 to take cognizance of Nichol's charges, thereby overturning the Executive Board's ruling.

On July 17, 2014, Baker appealed the membership's decision to the International President and in his decision dated July 28, 2014, the International President overturned the membership's decision, reinstated the Executive Board's decision and thereby denied cognizance of Nichol's charges against Baker. The International President held that the charges [against Baker] "did not spell out an offense", and added "that if any member has a grievance against Brother Baker as Chair of the SDMM Council, s/he should address it at the ballot box."

In his appeal to the General Executive Board, Brother Nichol contends that the decision of the International President over looked the ongoing nature of the offenses and erroneously overruled the membership decision to find cognizance.

The Board considered the appeal and evidence submitted by Brother Nichol. It denied the appeal finding that the charge does not state an offense under either the International or Local Constitution and Bylaws. It found that while Brother Nichol tried to recast the charges they remain allegations against Brother Baker's leadership style. In fact, Brother Nichol's appeal contrasts Brother Baker's leadership with that of President Loeb. Brother Baker was elected Craft Chairperson. Charges based upon personality of style of leadership may not be permitted to undo what was the will of a majority of those who voted in the Local's most recent officer election. Thus, the charges are not cognizable. President Loeb did not participate in the deliberations and did not vote on this appeal.

"Appeal File No. X5014-15, Ben Cekuta v. Local No. 783, Toronto, Ontario" (Gavel)

**APPEAL FILE NO. X5014-15**
**BEN CEKUTA V. LOCAL NO. 873,**
**TORONTO, ON**

The General Executive Board considered Brother Ben Cekuta's July 2 and 16, 2015 appeal of President Loeb's decision dated June 18, 2015.

After a thorough review of all the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Cekuta's appeal and resolved to communicate this decision to Brother Cekuta in writing in accordance with the advice of legal counsel.

President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appeal File No. X5015-15, Mac Day v. Local No. 873, Toronto, Ontario" (Gavel)

## APPEAL FILE NO. X5015-15 MAC DAY V. LOCAL NO. 873, TORONTO, ON

The General Executive Board considered Brother Mac Day's July 2 & 16, 2015 appeal of President Loeb's decision dated June 18, 2015.

After reviewing the correspondence, facts and submissions, the General Executive Board unanimously denied Brother Day's appeal and resolved to communicate this decision to Brother Day in writing in accordance with the advice of legal counsel.

President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appeal File No. X5016-15, Armando DaSilva v. Local No. 129, Hamilton, Ontario" (Gavel)

## APPEAL FILE NO. X5016-15 ARMANDO DASILVA V. LOCAL NO. 129, HAMILTON, ON

The General Executive Board considered Brother Armando DaSilva's July 24, 2015 appeal of President Loeb's decision dated June 18, 2015.

After reviewing the correspondence, facts and submissions, the General Executive Board unanimously denied Brother DaSilva's appeal and resolved to communicate this decision to Brother DaSilva in writing in accordance with the advice of legal counsel.

President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"AEG"

## AEG

International Vice President Daniel Di Tolla, Special Representative David Garretson, Local 115 Business Agent Saul Lucio and Local 31 Business Agent Jason Taylor reported to the General Executive Board on their productive discussions and agreements on recent developments with AEG Live.

Representative Garretson assisted Locals 31, 115, and 322 obtain work on the World's Loudest Month festivals. After initially losing all work to labor contractors, Locals 31 and 115, with the assistance of Representative Garretson, were successful in reclaiming the majority of the work on the festival. Representative Garretson also reported the success of Local 15 in negotiating an agreement to cover a non-union venue that will be used as part of the Bumbershoot Festival. He described a Rolling Stones show in Raleigh, NC where Locals 322, 347, 417, 491, 574, and 635 worked together to successfully complete the event. All of these events involved AEG and their success has helped to develop a constructive relationship.

Brother Taylor pointed out that his Local's attendance at the International's Officer Institute helped him negotiate a collective bargaining agreement with AEG.

Brother Lucio expressed his appreciation to President Loeb and "everyone in the room" because Local 115 was able to continue its presence at Bumbershoot. Vice President Michael F. Miller, Jr. added that because of the IATSE's on-going discussions with AEG in Kansas, Florida, and other areas across the country, the West Coast office was able to secure IATSE representation on an AEG concert in Los Angeles.

Vice President Lewis reported that the International had secured work with AEG for National Hockey League games in Quebec City.

President Loeb emphasized that these discussions with AEG began with a phone call from one local union to Representative Garretson. That one call resulted in reclamation of work for two Locals and new jurisdiction for another. He noted that Locals 115 and 31 had both employed activism in their discussions with AEG. He stressed the significance of the report and thanked all for their diligence and activism.

PRESIDENT LOEB: Microphone 3.

DELEGATE SALVADOR PONCE, Local 15: Mr. President, Sal Ponce, Local 15. First, a small correction. In the second paragraph of this report, it should say, "Local 15," not "Local 115" for Bumbershoot.

PRESIDENT LOEB: Okay. That's noted for the record, thank you.

DELEGATE PONCE: Thank you. In addition, I would like to thank you for the assignment of Special Representative Garretson for assisting Local 15 in this work. When Father Dave arrived in Seattle, Local 15 had lost the Memorial Stadium; we were not going to be providing labor for Bumbershoot. It was only with the assistance of Father Dave that we were able to get this work back, and I would like to report here that Local 15 is signing an extension of our contract and will

continue doing the work in that stadium for another three years.

*(Applause)*

I would also like to thank Brother Bo Howard from Local 322. When we first lost this work, I reached out to him after meeting him in Charlotte, because I heard of his problems with AEG. Brother Howard directed me to contact the International for assistance after talking with Father Dave. Without him and the camaraderie that is shown between many Locals, we would not have this work, and I thank everyone.

*(Applause)*

PRESIDENT LOEB: Thank you, Sal.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Alberta Election: NDP Victory"

## ALBERTA ELECTION: NDP VICTORY

International Vice President Damian Petti reported to the General Executive Board on the recent Alberta provincial elections.

Vice President Petti explained that on May 5, 2015, after forty-four years of right-wing political rule, the New Democratic Party (NDP) came to power in Alberta a dramatic way. This was not just the election of a union-friendly government in what was arguably the most right-wing part of Canada, but it was noted that of the 53 NDP seats elected, 27 are, held by, card carrying union members.

In January 2015, the Alberta Federation of Labour (AFL) rolled out a rather modest Provincial campaign strategy that initially targeted five NDP candidates (out of 87 ridings) who "had a shot" at achieving seats in the Provincial Legislature. The plan, a targeted approach that was prescribed to the affiliated unions, was flexible enough to adapt to a changing political landscape and it worked. Leading up to the snap election call the AFL hired "poll cats" who were providing very accurate information. When the snap election was called (with only 29 days from announcement to Election Day), Alberta NDP Leader Rachel Notley very boldly pronounced she was indeed running to be the next Premier of Alberta and rolled out a "fairness for the working class" style campaign that rapidly gained traction with the general public. She announced that the wealthy would be required to pay more and that the 10% flat tax (applied to all Albertans) would be overhauled with the wealthy paying a higher share. Notley also announced that she would phase in the $15 dollar minimum wage and have a royalty review to make oil companies pay their fair share.

It was clear the tide was turning and the strategies and goals of local unions and the AFL were modified to embrace the potential of wholesale change. The AFL ran a popular "Better Way Alberta" television and social media ad campaign which mirrored the NDP platform and drew much support. This campaign was primarily funded by an advertising levy charged to all affiliated unions. Door knockers, initially hired and deployed to only those few "winnable" ridings, saw their numbers grow to 122 full-timers and began working with the NDP candidates in all 87 Provincial ridings. As information from the AFL poll cats rolled in, many affiliates including the IATSE, stepped up with substantial additional assistance. At the local level, efforts were made to mobilize and educate members through one-on-ones, phone calls, email and social media. A questionnaire asking party leaders direct questions about their support of unionized workers and the industries IATSE members work in was sent and those responses were widely circulated. All of this resulted in hundreds of thousands of voters being reached and informed.

On May 5, 2015, the seemingly impossible goal of the NDP forming government was about to unfold with a landslide victory. In doing so, the Provincial Conservatives were nearly wiped off the face of the map, holding onto only 10 of the 70 seats that they had previously held. In his concession speech, the former Premier, who had managed to win his riding, promptly deserted the sinking ship, resigning his seat. This is a seat which is now expected to become NDP as well.

Many young voters participated in the election and some very young MLAs were elected. The new Alberta government is very diverse with several LGBT and ethnically diverse MLAs. Alberta elected the highest percentage of women to any government ever in Canada at 45%. Since the election, the NDP have achieved the following:

- Passed a prohibition on direct campaign Sponsorship by Unions and Corporations;

- Removed the 10% flat tax. Wealthy Albertans (earning more than $125,000) per year now pay

incrementally higher taxes based on their gross earnings; and

- Increased the minimum wage to $15 per hour by 2018.

The spinoffs from this election success are still playing out. The AFL had to fill a number of vacancies as members of their staff and executive committee had been either elected or hired to work for the new government. Vice President Petti confirmed he was sworn in as Vice President of the AFL Executive Committee on June 4, 2015, and doing so, doubled IATSE's representation on this Committee by joining proud IATSE member Siobhan Vipond who continues to serve as Secretary-Treasurer of the AFL. The AFL Executive now has unprecedented access to the Government and meets with the Premier and Cabinet Ministers four times a year. Vice President Petti explained that the committee is currently tasked with making revisions to the Labour Code, Employment Standards Act, and Occupational Health and Safety Laws - all three of which were contenders for the lowest standard in the country.

In conclusion, Vice President Petti stated that the Alberta election has generated a great deal of momentum going into Canada's fall Federal election. Alberta ridings are now polling very highly for the Federal NDP and have brought hope to Canadian voters who are seeing the possibilities to oust the increasingly unpopular Federal Conservative Government and instead move to elect a government that promotes hope, dignity, fairness, worker's rights, diversity and equality for all.

President Loeb congratulated Vice President Petti on his recent appointment to the AFL Executive Committee. President Loeb also commended Local 212 for its efforts in helping to elect an NDP majority government in Alberta. President Loeb concluded his remarks by noting that the election results in Alberta are a real success for the labour movement and confirm that activism can translate into successes at the election polls.

PRESIDENT LOEB: Microphone 3.

INTERNATIONAL VICE PRESIDENT PETTI: Mr. President, Damian Petti, International Vice President. I would like to acknowledge the NDP victory in Alberta and say good things happen when you have strong female leaders.

*(Applause)*

The NDP government brought a majority of card-carrying union members to government. Our premier is Rachel Notley, and a majority of the MLAs are women. But I'd like to tip my hat to CLC representative Siobhan Vipond who played a major role in that. She received the unanimous support of the Canadian Caucus yesterday, and she deserves it. Thank you.

*(Applause)*

(Gavel)

"Area Standards Agreements ASA"

## AREA STANDARDS AGREEMENTS (ASA)

International Vice Presidents Michael F. Miller, Jr. and Phil LoCicero, Assistant Motion Picture Department Director Daniel Mahoney, International Representative Scott Harbinson, members of the ASA Bargaining Committee from the Studio Mechanics Locals, West Coast Counsel Jim Varga and General Counsel Samantha Dulaney reported to the General Executive Board on the successful conclusion of the Area Standards negotiations.

Negotiations commenced on May 27th at the offices of the AMPTP in Los Angeles. In preparation, proposals were solicited from all of the affected local unions. Negotiations lasted for four days, and the IATSE's key goals were met including: wage increases of 3% per year, and health benefit contributions to be increased by $5.00 per person, per day. In addition, success was achieved with the inclusion of an employer contribution to the IATSE Entertainment and Exhibition Industries Training Trust Fund, which will allow this program to grow and serve the members who work under the ASA for decades to come. Producers will contribute to the IATSE Training Trust Fund $.10 per hour worked, with a maximum contribution of 12 hours per person per day in years one and two of the Agreement, increasing to $0.15 in the third year of the Agreement.

Similar to what was accomplished in the Basic Agreement negotiations, the New Media side letter under the ASA will be modified as follows and beginning on November 1, 2015, will provide terms and conditions for members who work on these projects.

a. There will be 2 tiers covering High Budget Derivative and Original Dramatic New Media Productions made for Initial Exhibition on a Subscription Video-On-Demand Consumer Pay Platform (SVOD) with the wages, terms and conditions as contained in the Area Standards Agreement.

Tier 1 (high budget):

- 20-35 min.
  $2 million or more (increase by $100,000 on 8/1/17)
- 36-65 min.
  $3.7 million or more (increase by $100,000 on 8/1/17)
- 66-95 min.
  $4 million or more
- 96 min. and up
  $4.5 million or more (plus $2.25 million for each additional 35 min. or portion thereof)

Tier 1 terms and conditions:

- Produced for a distributor with 15 million or more subscribers
- For one-time productions, pilots, and the first season of an episodic series: "Pilots, Long-Form and First Year of One-Hour Episodic Television Series" wages shall apply.
- Hawaii and Las Vegas wages shall be per the Basic Agreement's New Media Side letter.
- 2nd and subsequent seasons shall be per the "All Other Television" rates.

  There will be no unworked holiday pay for pilots, first year series and one time programs.

Tier 2 (medium budget):

- 20-35 min.
  $1.3 - $2 million
- 36-65 min.
  $2.5 - $3.7 million
- 66-95 min.
  $3 - 4 million
- 96 min. or more
  $3 - $4.5 million (plus $2.25 million for each additional 35 min. or portion thereof)

Tier 2 terms and conditions:

- Apply when the Tier 2 budgets are in place or when produced for a distributor with fewer than 15 million subscribers.
- For one-time productions, pilots, and the first three seasons of an episodic series: "Pilots, Long-Form and First Year of One-Hour Episodic Television Series" wages shall apply.
- Fourth and subsequent seasons shall be per the "All Other Television" rates.
- Hawaii and Las Vegas wages shall be per the Basic Agreement's New Media side letter.
- Unworked holiday pay will be 0% for pilots, one-time productions, and series seasons one and two, 50% season three, and 100% season four.

b. The benefit contribution for new media projects budgeted at $25,000 per minute or less shall increase $5 per day.

Payroll deposit language was agreed to that allows the IATSE to demand payroll deposits from new or problematic companies. Special Conditions for Programs Made for Basic Cable or the CW shall follow the model set forth in the Basic Agreement. Home Video programs shall be covered under the then-current Low Budget Theatrical Agreement.

Safety issues were addressed and language regarding Extended Workday Safety Guidelines will be incorporated into the Agreement and the names of the Studio Safety Officer and the Studio Safety reporting line phone numbers will be included on all call sheets.

Location Managers and Assistant Location Managers classifications were recognized and accreted into the bargaining unit in those jurisdictions that have organized and represented those classifications previously, including the states of Colorado, Maryland, Massachusetts, Maine, New Hampshire, Vermont, Virginia, Puerto Rico, New Mexico, Rhode Island, Tennessee, Washington, D.C, and all of Louisiana except for Shreveport and Baton Rouge.

It was agreed that Set Teachers shall be a recognized classification under the ASA.

Provisions for California Sick Leave Policy consistent with the Basic Agreement and a waiver of sick leave where permissible is also part of this agreement.

The Bargaining Committee and President Loeb described the difficult process by which the deal points were achieved. It was noted that this is a strong economic agreement that achieved most of the primary goals of the Committee – wages, benefits, Training Trust Fund contributions, significant New Media improvements and jurisdictional gains. The Memorandum of Agreement has been distributed to the affected Locals.

The General Executive Board has unanimously ratified the Agreement.

PRESIDENT LOEB: Microphone 11.

DELEGATE CHRIS O'DONNELL, Local 481: Mr. President, Chris O'Donnell, Local 481, Studio Mechanics, New England. Quote, the union brought us out of the dark ages, unquote. That is what a veteran Location Manager told me last year while I was visiting the set of a feature film under the Area Standard Agreement. It took ten years, but Location Managers and Assistant Location Managers were successfully negotiated into the 2015 Area Standard Agreement. As the comment from the Location Manager suggests, this has had a dramatic improvement on their working conditions and, frankly, their lives, finally providing a good wage, overtime, daily turnaround, and other protections.

On behalf of the 40 members of my Location Department in Local 481, I would like to thank you, President Loeb, as well as Vice President Miller and former West Coast Counsel Jim Varga who have been very helpful over the years during this effort for their support and persistence in getting these deserving people covered under the Area Standard Agreement. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Chris.

And no one has done a better job than Chris has as making sure that his locations people are represented, deserves to be commended for it.

*(Applause)*

Mike 1.

DELEGATE THOMAS KIOUSIS, III, Local B27: Mr. President, Thomas Kiousis, Local B27, Cleveland. The camera does add about 47 pounds.

*(Laughter)*

PRESIDENT LOEB: You've got to put something in front of you.

*(Laughter and applause)*

DELEGATE KIOUSIS: The Area Standard Agreement provides living wages and benefits for many workers, including young workers. One of these workers was my son, Colin. Colin was able to work on many pictures in northeast Ohio learning his craft. But while he worked, many people didn't realize Colin had a secret. He was very ill. He was suffering from an incurable cancer. Colin lost his battle in January.

But this is not a comment of sadness or sorrow. This is one of pride and joy and thankfulness because as Colin continued to work, unfortunately, his disease progressed. And unlike other industries, he wasn't kicked to the curb. Our brothers and sisters took him in, looked out for him. It was quite the contrary. As Colin needed to attend his therapy, his chemo, radiation, transfusions, some of the LA crews, and especially Local 209 in Cleveland, State of Ohio, and Jim Butler worked to adjust his days so he could attend those appointments.

Upon his return after treatment, some of his painters even dubbed him – they dubbed Colin their official mascot, telling him it wasn't a good day unless Colin was there to wash out his paint cans and dump his trash.

As humbling as that is, Colin loved the craft. He loved working on it. He was proud to be there. And it wasn't about the money, although for a 20-year-old kid, a decent paycheck goes a long way. But it was more about giving a young man dealing with a lot – giving him a bigger purpose in life, giving him a reason to go on and fight other than being someone with cancer.

I'm so proud that he got to be part of our organization, an organization that does the right things, an organization that values people over profit. In spite of all the fantastic things that the Area Standard Agreements afford us, what it really boils down to the core, our union, unionism, is about people standing up for a people. And that's just what the International did, Local 44, Local 27, Local B27, and Local 209. That's what they did for Colin, and I'm extremely proud of that. And for Colin, my family, from the bottom of my heart, I want to thank all of you. Thank you.

PRESIDENT LOEB: Thanks, Tom.

*(Standing ovation)*

(Gavel)

"AQTIS" (Gavel)

## AQTIS

International Vice President John Lewis, Local 514 Business Agent Michel Charron, Local 667 Business Agent David Rumley, and Local 667 Vice President (Quebec) and Montreal Business Manager Christian LeMay reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

Commencing in 2004, the IATSE mounted a four-year organizing campaign of the film industry in the Province of Quebec. As efforts were increasingly successful, a number of disputes arose with the Quebec-based labour organization AQTIS which culminated in the Quebec government enacting legislation that formally recognized the bargaining rights of the IATSE.

Effective July 1, 2009, Bill 32 became law in an attempt by the Provincial government to bring labour stability in the film industry by, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32 through the Quebec Labour Relations Board.

Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

Sector 1: For all Non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

Sector 2: For all U.S. productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

Sector 3: For all American independent productions with budgets of less than $35M; $1,615,000 for a 30-minute TV production; $2,690,000 for a 60-minute TV production, and productions by Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than $35M; $1,615,000 for a 30-minute TV production; $2,690,000 for a 60-minute TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period in which any affected party can seek to raid the bargaining rights of another union or to ask the Labour Board to amend the four designated bargaining Sectors. After extensive consultation with Locals 514 and 667, the IATSE took the position of maintaining the status quo. The open period commenced on April 1, 2014 and a number of applications have been filed.

*The Applications*

The Directors Guild of Canada (DGC) has filed three separate applications seeking to displace AQTIS for certain classifications. The IATSE is not intervening in these applications. On May 1, 2014, AQTIS filed an application affecting IATSE's bargaining rights by seeking to merge Sectors 3 and 4 and to represent all classifications within those Sectors with a few small exceptions. On May 30, 2014, IATSE Locals 514 and 667 each objected to the AQTIS application and each filed an intervention.

*The Position of the IATSE*

The IATSE, through Locals 514 and 667, advocated the position of status quo. IATSE was not seeking to amend the bargaining sectors established under Bill 32 nor was it seeking to displace any classifications currently represented by AQTIS. In objecting to the application filed by AQTIS, IATSE was seeking to have the application dismissed.

*The Hearing*

The hearing in the DGC applications proceeded first and commenced in the fall of 2014. The DGC went first in presenting its case, introducing a number of witnesses who expressed their frustration with AQTIS over the years and their personal preference to be represented by the DGC. The hearings slowly moved forward. Originally, there were 32 days of hearing scheduled, however, after 17 days of hearing, AQTIS withdrew its raid against the IATSE. Subsequently, AQTIS, the Quebec Producers Association and the DGC agreed to a vote to determine the DGC applications. The parties are in the process of establishing the rules concerning the vote and the Labour Board is also questioning a number of aspects of their settlement proposal. Those issues have not been completely resolved but they are close. IATSE continues to monitor the situation to ensure IATSE's interests are not adversely affected.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture and television production industry in Quebec and in any other jurisdiction where they may be under attack.

"Bill C-377" (Gavel)

## BILL C-377

International Vice President John Lewis and

Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board on recent developments with amendments to the Canada Income Tax Act proposed by Bill C-377.

Reports have been presented to the Board many times on Bill C-377 which is commonly referred to as the "Union Transparency Bill", but is actually the bill that unfairly singles out unions by compelling them to comply with onerous financial reporting obligations to the Canada Revenue Agency which are then available to the public, which includes employers. These reporting obligations are not required by any other dues paying organization in Canada.

The legislation requires unions, associations, and even district labour councils to give detailed reports of their assets and liabilities as well as recording all expenses of $5,000 or more, including the requirement to provide details of who received the payment and why. The salaries of union employees making $100,000 or more are also required to be disclosed.

Bill C-377 has been compared to similar U.S. legislation but the Canadian version is actually more draconian. Unlike the U.S. financial disclosure laws, Bill C-377 requires the same reporting standards for all labour organizations regardless of their size. U.S. financial disclosure laws also require employers to disclose when they have spent money on activities like union-busting, such as hiring an anti-union consultant to squash an organizing drive. There is no equivalent under Canadian law, however, and C-377 forces unions to disclose the amount of time and resources that union staff has spent on "political activities, lobbying activities and other non-labour relations activities."

Although Bill C-377 has been promoted by the Conservatives as an instrument of transparency, it is anything but. Generally speaking, labour law in Canada falls almost exclusively under the jurisdiction of the provinces, where legislation already exists requiring unions to make financial information available to members annually and/or upon request. In the circumstances, Bill C-377 purports to solve a problem that simply does not exist. Unions are already transparent with their members.

Bill C-377 has now had two runs through both the House of Commons and the Senate. In its initial trip through the Senate, many Senators took issue with C-377 because of its questionable constitutionality, legality, and unfairness. In fact, the original version of Bill C-377 was so patently wrong-headed that the charge to amend it was actually led by a Conservative Senator, Hugh Segal. When Prime Minister Stephen Harper decided to prorogue Parliament, which shuts government down, the effect was that all bills in progress had to go back to square one once parliament reconvened, invalidating any amendments that had already been passed. This meant that all of Senator Segal's hard work was erased.

Bill C-377 went back to the House of Commons last year, once again passing all three readings, and was then sent to the Senate. This time, Hugh Segal had retired, so labour had no one from the Conservative majority to champion its cause. Labour found a champion in another Conservative Senator, Diane Bellemare, who again voiced her concerns that C-377 was illegal and wrong-headed, and would be a waste of taxpayers' money once it was inevitably challenged at the Supreme Court of Canada. She was not alone. By June of this year, opponents of C-377 included Canada's Privacy Commissioner, the Canadian Bar Association, the NHL Players' Association, the insurance and mutual fund industry, and seven of the ten provinces, which represent over 80% of Canada's population. Clearly, the Conservatives had their own agenda for wanting to pass C-377, and it had nothing to do with transparency.

In June 2015, Bill C-377 was passed by the Senate and it will come into force for the 2016-2017 fiscal year. Labour organizations will have six months after the close of that year to file their financial reports. The first time they will be obligated to file reports will be June 2017. The International and each local union will be legally obligated to comply. Both the Liberals and the NDP have pledged to overturn C-377 if elected, so IATSE is working with organized labour to ensure that the Conservatives are defeated in October. In the event the Conservatives are not defeated, the CLC and many of the provinces that are opposed to C-377 have pledged to challenge the Bill's legality and constitutionality before the Supreme Court of Canada, and organized labour is optimistic about that Court's ruling.

President Loeb stated that the IATSE will join the fight against any enforcement of Bill C-377 by being actively engaged in the upcoming federal election to defeat the Conservative Government. President Loeb also confirmed that the IATSE will support any initiatives pursued by the CLC to challenge the constitutionality of Bill C-377.

"C.A.L.L." (Gavel)

## C.A.L.L.

International Vice President John Lewis and

International Representative Jason Vergnano reported to the General Executive Board on the creation and introduction of new software being developed by the IATSE Canadian Office.

Representative Vergnano explained that, similar in concept to the IATSE Legal Database, the Canadian Arena Labour Lists, or C.A.L.L., is software intended to foster better communication and to ensure that IA Locals are operating with the most accurate and up-to-date information available. The concept for this project grew out of discussions Representative Vergnano had with Local 58 Business Agent Nelson Robinson, and Local 56 Business Agent and former call steward Karl Kreutzer.

The interactive database will track arena tours from the moment their dates are announced, until the final encore in the final city. Business Agents and call stewards will have access to itineraries and the evolving labour needs for load-ins, performance calls and tear-downs of every arena event as it makes its way across IATSE jurisdictions. It will give Locals the ability to send information "down the line" ensuring IATSE people are always the best informed and best prepared.

The network of communication fostered by C.A.L.L. will greatly reduce the scrambling some of our Locals are faced with due to missing, late or incorrect information. When a tour claims to not need anyone for the show call, Locals will know exactly how many crews and Locals worked the performances in the previous cities, all the way back to first date of the tour. By increasing their knowledge and awareness, Locals will have the necessary tools to be proactive instead of reactive.

To bring this concept to fruition, upon the recommendation of Vice President and Local 212 President Damian Petti, the Canadian Office has contracted Jason Hutt of Hutt IT, based in Calgary, Alberta. Jason has done extensive work with Local 212, Calgary, on a variety of projects and is currently working with Local 210 in Edmonton on the implementation of a call dispatch system to assist with getting the members to work in a timely and efficient manner. Hutt IT will design and deliver the project in collaboration with Representative Vergnano and the ongoing input of Locals 56, 58, and Business Agents Peter Gerrie and Ian Wilson of Locals 210 and 212. Hutt IT will provide all post launch maintenance and servicing. The system is being designed in such a way that, should it meet with the expected success, it may easily be expanded upon to serve the U.S. Locals as well. Representative Vergnano then led the Board through a mock-up demonstration of the database.

President Loeb noted that the database is a fantastic concept that will improve the IATSE's ability to service employers and better secure work for members.

"Copyright Modernization Act" (Gavel)

## COPYRIGHT MODERNIZATION ACT

International Vice President John Lewis reported to the General Executive Board on the Canadian Federal Copyright Modernization Act.

On June 29, 2012, the Canadian Senate approved the Copyright Modernization Act following thousands of consultations over the course of seven years. Canada had long lagged behind most industrial countries with regard to World Intellectual Property Organization (WIPO) standards with copyright legislation that had not been updated since 1997.

Changes from the old copyright legislation include: the extension of fair dealing provisions to encompass education, parody and satire use; time shifting for legally obtained broadcast media, and; reproducing copyrighted work for education purposes. Additionally, if notified by copyright holders, Internet service providers (ISPs) are required to notify their users if and when they may be infringing on copyrighted material. Consequences for infringement are more severe: individuals will be held accountable for damages from $500 to $20,000 for commercial use, while non-commercial use damages will range from $100 to $5,000. The legislation will be reviewed every five years.

The IATSE was a key player in the push for effective copyright reforms and often faced opposition from some of its labour allies in its pursuit to ensure the amendments to copyright legislation were adequate. The IATSE's efforts in this regard have not gone unnoticed. Vice President Lewis read an email received from Wendy Noss, the Executive Director of the CMOA-Canada:

*"With all of the attention recently on the coming into force of the "Notice and Notice" provisions in the Copyright Modernization Act (provisions we did not advocate for), I thought it would be helpful to provide you with an update on another provision of the new legislation that we all worked jointly to support: The "Enablement" provision, defined in section 27(2.3),*

*deems it an infringement of copyright to provide an Internet service "primarily for the purpose of enabling acts of copyright infringement".*

*Building on the case law involving illegitimate peer to peer services that had developed in other jurisdictions, the Canadian law lists a number of factors that courts may consider in determining whether someone is an "enabler", including how the person has advertised the service, whether the person had actual knowledge of infringement, whether the service has significant non-infringing use, the person's ability to control infringing uses, the benefits (if any) the person receives from infringing uses and whether the non-infringing uses would be economically viable on their own.*

*Prior to the enactment of the new enablement provision, some had argued that the law in Canada for operators of pirate sites was unclear. Illegitimate sites and services exploited the uncertainty and regarded Canada as a desirable location from which to operate.*

*You and the IATSE were a key partner for us on the legislation to support and strengthen the enabling provision. And while there has only been one civil action that has garnered attention since enactment thus far, we have nonetheless been using the new provision, and the clarity it provides, to support our efforts against illicit sites responsible for large scale illegal downloading and distribution of creative works.*

*MPA-Canada's Content Protection Operations (CPO), working in coordination with our broader content protection and legal teams, operate an ongoing intermediary outreach program that begins with the identification of operators of rogue sites or services with a Canadian connection.*

*The results: In 2014, fifteen rogue sites (bittorrent, streaming and linking sites) which were operated by Canadians were targeted. The sites offered unauthorized access to hundreds of millions of movies and television programs. Membership to the sites ranged from 3,700 to 1.3 million members worldwide. The fifteen sites were sent cease and desist notices based upon their "enablement" of infringement, with targeted follow up as necessary. All fifteen sites "voluntarily" shut down thereafter.*

*There is no question that we all continue to face major challenges in the online marketplace. The current Copyright Act is far from ideal and falls short in key areas necessary to protect creative works online. Content theft is a very real problem not just in Canada but around the world.*

*So while there is no one simple solution, we did want to share with you how this provision we advocated for, and told the government was important to our industry, is being utilized to support Canada's growing legitimate marketplace."*

Vice President Lewis confirmed that the IATSE will be vigilant during the 2017 review of the Copyright Modernization Act to ensure the interests of IATSE members and the economic health of the industry are respected.

President Loeb confirmed that the International will continue to support any and all efforts to eliminate digital theft in Canada, the United States and globally.

"Crew One/Live Nation" (Gavel)

## CREW ONE/LIVE NATION

International Vice President Daniel Di Tolla, Communications Director Emily Tao, and Local 927 Business Agent Neil Gluckman reported on a public relations campaign directed at Crew One and Live Nation. Crew One is the labor contractor that provides stagehands for concerts promoted by Live Nation in Atlanta. After the Union won an NLRB election to represent the workers employed by Crew One, the employer refused to bargain with the Union. The International began a publicity campaign against Crew One and employers that use their services, highlighting Crew One's exploitation of workers. That campaign continues.

Vice President Di Tolla thanked Communications Director Tao, publicists Scott Treibitz and Jamie Horowitz, Vice President Walter Cahill, Local 927 and Business Agent Neil Gluckman, IATSE General Counsel Samantha Dulaney, and attorneys Robert Weaver and George Davies for their contributions to the successful campaign.

President Loeb remarked that the International has not wavered in its support of the workers in this campaign. The International has devoted its resources to this effort. He commended all involved for their exemplary work.

"Egg Films" (Gavel)

## EGG FILMS

International Vice President John Lewis, Assistant to the President Sean McGuire, Local 849 President Marcel Boulet and Business Agent Gary Vermier, reported to the General Executive Board about the ongoing legal disputes between Local 849 and Egg Films.

It was reported that on April 17, 2013, the Supreme Court of Nova Scotia dismissed the Judicial Review application that Egg Films filed disputing Local 849's certification as exclusive bargaining agent for Egg Films technicians. Vice President Lewis explained that Supreme Court of Nova Scotia upheld the decisions of the Nova Scotia Labour Relations Board certifying Local 849 as the exclusive bargaining agent for Egg Films technicians.

Pursuant to legislative amendments in the Nova Scotia Labour Relations Act (at the time), Local 849 applied for and was ultimately awarded first contract arbitration with Egg Films after protracted unsuccessful attempts to reach a first collective agreement. A one-year contract between Local 849 and Egg was issued in the first contract arbitration process on September 19, 2013, heralding the end of what had been a long and difficult process. The first day of shooting under the newly implemented agreement successfully took place on December 10, 2013 and thirteen commercials were shot under the agreement.

It was also reported that prior to the issuance of the arbitrated first contract, Local 849 attended a Labour Board hearing into Egg's Unfair Labour Practice complaint alleging the Local had bargained in bad faith. On December 12, 2013, the Labour Board dismissed Egg's complaint. On December 9, 2013, Local 849 attended a Nova Scotia Court of Appeal hearing into Egg's appeal of the Supreme Court of Nova Scotia's April 17, 2013 decision to refuse Egg's requests to overturn the Labour Board's certification decision. In this further appeal, Egg claimed that the Labour Board (and the Supreme Court of Nova Scotia) was unreasonable in granting the certification and acted unreasonably by allowing the certification based on employees working for one day. The Court of Appeal dismissed Egg's appeal. On September 25, 2014, the Supreme Court of Canada denied leave to appeal and awarded costs to the IA, thus putting an end to Egg's challenge to Local 849's bargaining rights and collective agreement.

Local 849's one-year agreement with Egg expired in September 2014 and the Local commenced bargaining for a second agreement. Assistant to the President McGuire was assigned to assist the Local. The parties met briefly on November 27 and 28, 2014. Little progress was made as Egg not only wanted dramatic concessions to the contract, it also insisted on excluding any commercials under $100,000 from application of the collective agreement, effectively rendering the agreement meaningless. The Local subsequently filed a bad faith bargaining complaint against Egg at the Labour Board when Egg refused to disclose information and documentation relevant to the collective agreement negotiations. Egg filed for conciliation on December 9, 2014 and locked out the members of the Local on March 4, 2015.

Thereafter, President Loeb declared Egg to be an unfair employer and the Local began writing to all of Egg's customers and advertising agencies advising them of the lock out and asking them to not use Egg for their commercials. Working in conjunction with Emily Tao and Molly Katchpole of the IATSE Communications Department, the Local created the "Egg Films: Don't be Rotten" Facebook page, website and Twitter page. The campaign garnered attention from Egg, which responded with its own social media campaign called "Egg Fights Back". The level of support for the Local's campaign from IA Locals from both countries has been impressive. The "Egg Films: Don't Be Rotten" photo has been reproduced by a number of Locals and labour groups. The support by the CLC, Nova Scotia Labour Council and the Halifax-Dartmouth Labour Councils has also been tremendous.

Since the lockout, Egg has continued to produce a limited number of commercial videos although not in Nova Scotia. One such commercial was shot for the Atlantic Lotto Corporation in Moncton, New Brunswick and one Public Service Announcement. On June 16, 2015, the Local bannered three separate locations of the Atlantic Lotto Corporation in St. Johns Newfoundland and Labrador, Moncton, New Brunswick and Halifax, Nova Scotia. The Local's efforts in this regard were supported by Locals 709, 671, 680, the CLC and the Halifax-Dartmouth Labour Council.

The Local's bad faith bargaining complaint before the Labour Board is coming up for hearings. Among other things, the Local is seeking extensive financial disclosure. Egg continues to reject this production request and recently filed a bizarre twenty-six page submission requesting that the Local's complaint be dismissed and also accusing the Labour Board of bias.

President Loeb thanked Local President Boulet for the commitment and determination of the Local 849 executive and membership in remaining steadfast in the on-going disputes with Egg Films. President Loeb congratulated the Local on the Supreme Court of Canada decision and, in doing so confirmed that the IA will continue to support the Local in its continued efforts to reach a renewal agreement with Egg.

"Engage Canada" (Gavel)

## ENGAGE CANADA

International Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board about IATSE's involvement with Engage Canada.

Operations Manager Hurdon explained that last year, during Ontario's provincial election, the IATSE affiliated with an organization called Working Families, an organization which was formed by various trade unions and like-minded individuals and organizations intent on raising issues of importance to working families and labour during the election. This discourse often takes aim at the right wing agenda advocated by the Conservative party. The Liberal party's ability to secure a majority government and the decimation of the Conservative party in the last Ontario provincial election has been attributed in many ways to the efforts of Working Families. The IATSE and its various local unions in Canada raised almost $40,000 in support of the various Working Families initiatives in Ontario.

Engage Canada aims to do federally what Working Families did provincially. They are not endorsing any political party, but rather working to ensure that the Conservative party candidates are unseated. Engage Canada is a broad-based, grassroots organization formed in response to a growing movement in Canada looking for change in the nation's capitol of Ottawa. It is overseen by a group of veteran Liberal and NDP strategists who are gathering support from unions and other groups to run a concerted campaign against the re-election of Canada's Prime Minister Stephen Harper. It has received funding from progressive groups, organizations and individuals across Canada who want to fight to ensure that middle class families have their voices heard. Monies raised go to anti-Conservative advertising. Engage Canada's first television ad began running in mid-June 2015 and will only legally be allowed to run until the election writ is dropped. The ads assert that income inequality has skyrocketed under Harper and that his Conservatives "won't be there for you."

IATSE Canada has contributed $25,000 to Engage Canada and Toronto Local 873 matched that contribution. In recognition of the fact that most Canadian local unions are unable to contribute at these levels, the IATSE Canadian Locals have been challenged to try to make the highest contribution possible on a 'per member' basis. To date, many Locals have stepped up, with Vancouver Local 891 contributing $15,000, Eastern Canada Local 667 contributing $5,000, Calgary Local 212 contributing $5,000, Halifax Local 849 contributing $4,000, Western Canada Local 669 contributing $3,000, Toronto Local 58 contributing $3,000, Kitchener Local 357 contributing $1,000, Montreal Local 262 contributing $540, Manitoba Local 856 contributing $500 and St. Catharines Local 461 contributing $50. In total, the IATSE's contribution to Engage Canada is $87,090. Individuals are also permitted to contribute directly via the Engage Canada website, at www.notthereforyou.ca

President Loeb commended IATSE Canada's support for initiatives like Engage Canada. In doing so, President Loeb reiterated the importance of IATSE engaging in political activism to ensure political parties that support labour get elected.

"Golf Channel" (Gavel)

## GOLF CHANNEL

International Vice President Daniel E. Di Tolla and Broadcast Department Director Sandra England reported on the status of relations with the Golf Channel. In May 2013 the IA won an NLRB election and was certified as the bargaining representative of broadcast technicians working on remote coverage of golf tournaments for the Golf Channel (an NBC/Universal company). A bargaining committee was assembled and began meeting with management representatives on a regular basis to negotiate a first contract. In February 2015, the IA informed Golf Channel that, after sixteen months of bargaining, it was unlikely that the bargaining unit employees would agree to the company's offers. The company's contract offer was nonetheless sent out for a vote to prove how the employees would react. The IA also asked employees to give authorization to call a strike if negotiations did not progress.

The company's February 2015 contract proposal was rejected by over 90% of the voters. An ample majority also authorized a strike. After the February vote, both the IA and the company made major concessions and moved closer to a deal that the workers could approve. The resulting last and final contract offer was sent to employees was again sent out for a ratification vote June. In mid-June, Golf Channel utility technician John Gallagher, with assistance from the National Right to Work Foundation, filed a petition at the NLRB seeking to decertify the IATSE. On the same day in June, the unit ratified the collective bargaining agreement with Golf Channel by a two-thirds majority of those voting.

The IA has a signed, implemented, enforceable contract with Golf Channel at this time; but NLRB

decertification ballots have been mailed to employees who meet specific voter eligibility criteria. Ballots will be counted at the NLRB Atlanta Office on August 12, 2015.

It was noted that the employer has been active in opposition to the IA in the decertification case and has readily encouraged employees to decertify the Union. It is believed that the company was desperate to remain at the bargaining table so they could support a potential decertification effort. The IA has recently filed unfair labor practice charges with the NLRB based on unlawful Golf Channel conduct. It was noted that Golf Channel and NBC/Universal appear to be united in their fight against the IA, and that the IA is fighting against both of them and the National Right to Work Foundation.

President Loeb noted that the president of Golf Channel has circulated campaign videos suggesting that the crews' interests lie with him rather than the Union. The video was clearly anti-union and anti-IA. He further noted that NBC/Universal's so-called relationship with the IA amounts to nothing in light of these actions. NBC and its officials have irreparably damaged its so-called relationship with the Alliance.

"Hillary Clinton Campaign Contract and TV Commercials" (Gavel)

## HILLARY CLINTON CAMPAIGN CONTRACT AND TV COMMERCIALS

International Vice President Walter Cahill and Assistant Department Director Daniel Mahoney reported on the International's agreements with "Hillary For America." The Hillary Clinton Presidential Campaign is committed to producing all of its upcoming Presidential campaign commercials under the provisions of the International's Commercial Production Agreement ("AICP"). "Hillary For America" will utilize political advertising production entities that are signatory to the AICP collective bargaining agreement. In fact, an IATSE-represented production crew in New Hampshire just recently worked on a campaign advertisement. The International anticipates many more productions over the course of the next sixteen months leading up to the 2016 elections.

As with the campaign in 2008, "Hillary For America" will utilize IATSE-represented workers for her public appearances and other similar events. Questions regarding this agreement should be directed to the Stagecraft Department at the General Office.

President Loeb noted that these were good developments and the International will have similar agreements in place with all Presidential candidates, regardless of party affiliation.

"Basic Agreement Negotiations"

## BASIC AGREEMENT NEGOTIATIONS

International Vice Presidents Michael F. Miller, Jr., John Lewis, Thom Davis and John Ford, Assistant Department Director Daniel Mahoney, International Representative Lyle Trachtenberg, West Coast Counsel Jim Varga, General Counsel Samantha Dulaney, and members of the Basic Agreement Bargaining Committee reported to the Board regarding the successful negotiations of the Hollywood Basic Agreement.

Negotiations for a successor agreement to the 2012 Hollywood Basic Agreement were conducted April 6-18, 2015 at the AMPTP offices in Los Angeles. The IATSE bargaining committee was chaired by President Loeb. The Bargaining committee consisted of roughly sixty-five people, including IATSE Officers, Representatives and Staff, Legal Counsel, local union representatives, rank and file members and outside professionals. The professionals included IATSE attorneys Dale Short, John Shepherd, and Frank Moss, as well as pension and health experts from the Segal Company, and James Heinzman of the accounting firm Schultheis and Panettieri.

The overall goals of these negotiations were to break the pattern of 2% wage increases, protect the MPI health plan benefits, improve New Media terms and conditions, protect the retirees' current benefits and secure pension increases as well as improve on issues related to quality of life.

The first of the two weeks of bargaining was specific to local union issues and each of the West Coast Studio Locals and their committees bargained for issues specific to their respective crafts. The local union negotiations concluded the first week with only two Locals having open items carrying into the following week. Negotiations during the second week were slow and frustrating. On Saturday morning, April 18th, after a marathon 24-hour bargaining session, the negotiations concluded and a deal was reached. The following deal points outline a very successful negotiation that addressed the vast majority of the IATSE priorities while giving up very little in return.

Wage minimums will increase 3% compounded in each year of the Agreement.

Motion Picture Industry (MPI) Pension Plan:

a. For those who retired prior to August 1, 2009, they shall receive a 13th and 14th check on or about November 1 in each year of the Agreement, provided there are eight months of reserves in both the Active and Retiree Health Plan and the Pension Plan is certified to be in the Green Zone.

b. In each year of the Agreement, the hourly contribution into the Pension Plan shall increase by an additional $0.18 per hour.

c. The Defined Benefit Pension Plan benefit accrual formula will increase by 10% for Active Participants effective January 1, 2017, retroactive to August 1, 2015 provided that there are at least eight months of reserves in the Active and Retiree Health Plans. Every three years after that, provided that there continues to be reserves in the Active and Retiree Health Plans of at least eight months, the plans will provide the 10% pension increase for the prior three years, retroactively. The pension increase will continue every three years provided the Plans maintain a strong financial condition.

Motion Picture Industry (MPI) Health Plan: Current members with at least one qualifying year into the MPI shall continue to be eligible for retiree health coverage after fifteen qualifying years in the MPI. For new members who do not have a qualifying year into the MPIPHP as of January 1, 2016, such new employees will need twenty qualifying years in the MPI to qualify for retiree health coverage.

Residual provisions are established for minimum guarantees of 4.5% when a producer sells foreign distribution rights for a motion picture for a flat fee, which will capture more contributions for the benefit Plans and lower audit and collections costs.

Contract Services Administration Trust Fund (CSATF):

a. Producers will contribute an additional $0.10 per hour worked in year one of the Agreement, and an additional $0.10 in the third year of the Agreement to the CSATF.

b. Harassment Prevention Training shall be added and the participation stipend paid will be $20/hr.

c. The Industry Experience Roster (IER) Safety Requirement Training program shall be renewed and shall include Safety Refresher Training.

The roster removal provisions were improved so that a person shall only be removed from the IER if they have not been employed at least one day in the past three consecutive years.

The new media side letter will be modified as follows, beginning on November 1, 2015, to provide wages, terms and conditions for members who work on these projects.

a. There will be two tiers covering High Budget Derivative and Original Dramatic New Media Productions made for Initial Exhibition on a Subscription Video-On-Demand (SVOD) Consumer Pay Platform, such as Netflix, Hulu, Amazon Prime, etc., with the wages, terms and conditions as contained in the Basic Agreement.

Tier 1:

- 20-35 mins.
  $2 million or more (increase by $100,000 on 8/1/17)
- 36-65 mins.
  $3.7 million or more (increase by $100,000 on 8/1/17)
- 66-95 mins.
  $4 million or more
- 96 mins. and up
  $4.5 million or more (plus $2.25 million for each additional 35 mins. or portion thereof)

Tier 1 terms and conditions:

SVOD with 15 million or more subscribers:

- 20-65 minutes: Basic Agreement (Free Television) with New One-Hour Episodic Television Series side letter for pilot and first season.
- 66 minutes or more: Special Conditions for Long-Form Television Motion Pictures side letter. This includes 2 hour pilots.

SVOD with fewer than 15 million subscribers:

- Per the Basic Agreement with the side letter for Productions Made for Basic Cable.

Tier 2:

- 20-35 mins.
  $1.3 - $2 million
- 36-65 mins.
  $2.5 - $3.7 million

- 66-95 mins.
  $3 - $4 million

- 96 mins. or more
  $3 - $4.5 million (plus $2.25 million for each additional 35 mins. or portion thereof)

Tier 2 terms and conditions:

- Per the Basic Agreement with the Productions Made for Basic Cable side letter.

Payroll deposit language was agreed to that allows the IATSE to demand payroll deposits from new or problematic companies.

The language regarding "Extended Workday Safety Guidelines" was incorporated into the Local Union Agreements.

The Call back provisions for intervening hours, used to calculate the rate at which an employee returns to work when a full rest period has not been provided, contained in paragraph 11 of the Local Agreements, shall be increased from four hours to five hours. Intervening time of less than five hours shall be considered work time.

Change and Cancellation of Call - conform most of the Local Agreements as follows:

a. If, at any time of a call, the employee called is not on the employer's payroll, such call may not be cancelled.

b. No calls may be cancelled after an employee has been dismissed for the day and has left the work site.

c. Calls may be cancelled or changed (except as mentioned above), if made: before 8:00 p.m. of the day preceding the call; or with six hours advance notice on the day of the call, provided such notice is given after 7:00 a.m. on the day of the call.

d. In addition to the above, calls may be pushed to a later hour provided that the employee receives at least nine hours advance notice of the new call time.

When reporting for work between thirty and forty miles from the center of the Thirty Mile Zone (TMZ), including John Wayne Airport, within this "Secondary Zone", the following shall apply:

a. Mileage will be paid at $0.30/mile from the studio or production office to and from the location.

b. Each employee shall be paid an additional $4.50 per day driving allowance.

c. Rest periods shall be calculated from the edge of the TMZ.

d. Courtesy housing shall be offered for those who work beyond twelve hours in the "Secondary Zone".

California Sick Leave Policy:

a. Commencing July 1, 2015 or thirty (30) days after commencing employment, whichever is later, Employees working in California will accrue paid sick leave benefits. This benefit is accrued and is available only Employer by Employer.

b. Sick leave is accrued in increments of one (1) hour for every thirty (30) hours worked for the Employer. An employee may accrue up to forty-eight (48) hours or six days, but the employer may limit the use of accrued paid sick leave to twenty-four (24) hours or three (3) days on an annual basis.

c. An employee may begin to use accrued paid sick leave following the ninetieth (90th) day of employment with the Employer.

d. Accrued paid sick leave may be used in increments of a minimum of four (4) hours.

e. Up to six (6) days of accrued sick leave may be carried over to the next year. There is no cash out of unused sick leave.

The term of the Agreement shall be from August 1, 2015-July 31, 2018.

It was noted by Vice President Miller that the pension increase applies to those that retire after August 1, 2015 (provided the reserve levels as indicated have been met) and that those that retired prior to August 1, 2009 will continue to received 13th and 14th checks (also provided that the reserve triggers are met). Vice President Miller also explained that since the year 2000, active participants have seen pension increases of 48% to the accrual rate and 3% to the IAP and retirees have continued to get the same (16 %+) 13th and 14th check as they have received for years. The pension increases have always applied to the actives, in no small part because those are bargained along with contribution increases to pay for them, because it is the actives ongoing work that funds them. If the pre-2009 retirees were to lose the 13th and 14th checks that would result in a PENSION CUT of over 16% to the benefits they have been receiving since retirement. Those checks are not additional to their prior benefit. During the drafting stages of the Memorandum of Agreement, it became apparent that there was a miscommunication between

the IATSE and the AMPTP regarding the Pension Plan increase and how it would be applied. This issue was eventually resolved, but it did cause a delay in finalizing the agreement.

The ratification schedule has been set and ballots are due to be counted and reported on August 25, 2015 at a Special Business Agents meeting at the IATSE West Coast Office.

Several members of the committee commented to Board about the process and the effort that went into these negotiations. President Loeb also informed the Board of many of the challenges and hurdles that the committee overcame in these very difficult negotiations.

PRESIDENT LOEB: Microphone No. 6.

DELEGATE LESLIE SIMON, Local 871: Mr. President, Leslie Simon, Local 871. I just want to take this opportunity to thank you for coming out personally to our Local negotiations in Los Angeles to help us address the issue of rates for the Art Department Coordinators and Assistant Production Coordinators in television. Our Local still has quite a ways to go to address pay equity issues and to have our crafts recognized for the value that they bring to productions. Gaining a rate in the contract 15 years after they were recognized in our agreement was certainly a first step, and I don't think that the AMPTP would have paid any attention to us had you not come personally to help us with that.

So on behalf of our coordinator crafts, I want to thank you for your assistance.

*(Applause)*

PRESIDENT LOEB: Thanks, Leslie.

Mike 2.

DELEGATE ED BROWN, Local 44: Mr. President, Ed Brown, IATSE Local 44, Hollywood, California. And I apologize to North Carolina.

The Basic Agreement of 2015-2018 is an extreme understatement to say that it was a difficult negotiation. It became quickly apparent that the AMPTP had adopted the strategy that is similar to the U.S. Congress: Do nothing, refuse to bargain, and wear down the opposition. And that's what they attempted to do.

Well, they were wrong. Led by President Loeb, Vice President Miller, Vice President Davis, IA counsel, and a host of others, we held our ground and were able to obtain wage increases, we protected our MPI benefits for both our active members and our retired members. We closed in on – what would be the last day of bargaining, we began what turned out to be a 24-hour session. Seems to me like this is the new formula for the AMPTP. With seeing little or no movement from the employer side, we still held our ground. And in the wee hours of the last morning, we finally reached a tentative deal.

We were able to obtain 3-percent increases in each year of the agreement. We maintained the 13th and 14th checks for our pre-2009 retirees. No changes – that's no changes – in our MPI benefit structure with no additional out-of-pocket expenses for both active and retired participants. We were able to bargain for a 10-percent increase in the accrual formula for our active participants and significant changes in new media, in the new media side letter, and increases in the hourly employer pension contributions. Needless to say, when this went to the membership, it was overwhelmingly ratified.

So I'd like to thank the entire IA bargaining committee that was there, and specifically International President Matthew Loeb, Vice Presidents Miller and Davis, who embodied our spirit, held up to the challenge, and delivered on their promise to bring the best agreement possible home to the members of the IA. And on behalf of the members of Local 44, I want to thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Ed.

Microphone 6.

DELEGATE KATHERINE ORLOFF, Local 600: Katherine Orloff, Local 600, Publicist. I want to thank you, Mr. President, for the increased coverage for health insurance for publicists outside of the western jurisdiction. It's something we have needed for quite a long time, and we're extremely grateful. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Katherine.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"iHeart Radio Awards"

## iHEART RADIO AWARDS

International Vice President Michael F. Miller. Jr., Local 600 National Executive Director Bruce Doering, and Local 695 Business Agent Scott Bernard reported to the Board on the NBC/Universal television show titled "The iHeartRadio Music Awards" in Los Angeles. Prior to 2014, the iHeartRadio Awards had been produced under an IATSE agreement. For the 2014 show, NBC did not use IATSE, providing no notice or opportunity for the IATSE to protect its jurisdiction or adequately educate the membership. NBC/Universal attempted to do the same thing for the 2015 show. However, when the IATSE technical crew refused to work without an IATSE agreement that protected their conditions and benefits, the production returned the show to an IATSE Agreement.

Vice President Miller specifically recognized the work that Locals 600 and 695 did to educate their members about the workplace risks of working without the protection of the terms and conditions of an IATSE Agreement. Most importantly, the crew and members of the IATSE were recognized for their courage for standing up to an employer that was trying to undermine the standards for this type of production.

PRESIDENT LOEB: Microphone 3.

DELEGATE SCOTT BERNARD, Local 695: Mr. President, Scott Bernard, Business Representative, Local 695. I just want to say that NBC Universal thought that they would come into Hollywood and take an IA broadcast unit and perform this production under another union's contract. Well, the solidarity of those workers proved them wrong. With Vice President Miller making a call and standing strong, we turned this back to an IA contract. I want to thank Vice President Miller and President Loeb for your leadership. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you, Scott. And they were colluding with another – you call them a union. I'm not so sure. Just in case anybody's confused, it's NABET. Say it out load.

DELEGATE BERNARD: I was going to say that, President Loeb.

Scott Bernard, Local 695.

But I'm glad you brought it up. Thank you very much.

PRESIDENT LOEB: Okay.

DELEGATE BERNARD: They called themselves that, but this is the real union right here, guys.

*(Applause)*

PRESIDENT LOEB: No doubt about it. Our members stood up, and they wanted to be IA, and they weren't going to work under that so-called contract, and they got what they deserved. They got their benefits where they deserved them.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Canadian National Food Drive" (Gavel)

## CANADIAN NATIONAL FOOD DRIVE

International Vice Presidents John Lewis and Damian Petti and Canadian Office Operations Manager Krista Hurdon presented a power-point presentation to the General Executive Board on the Canadian National Food Drive and IATSE's successes in the "Every Plate Full" challenge.

Vice President Petti explained that the extent of hunger's reach in Canada is rather alarming, with close to 850,000 Canadians assisted by food banks each month, 36.4% of whom are children and youth.

In October 2014, President Loeb assigned Vice President Petti the task of establishing a national food drive which gave rise to the IATSE's "Every Plate Full" challenge in Canada. Operations Manager Hurdon and Canadian Office staffer Nate Richmond joined the assignment as key point persons. The initiative was an overwhelming success, far surpassing the initial goal of raising 100,000 meals. The challenge ended with 175,438 meals raised with several hundred pounds of food also being donated to Canadian food banks. To put this number into some perspective, on a per capita basis, this food drive raised more than 10 meals for every single Canadian IA Member.

Vice President Petti explained that the social media aspect of the campaign was strong with the hashtag #iatsecares being incorporated. This hashtag caught on very quickly and even food banks Canada were routinely using it. A logo and graphics were developed and messaging to all Canadian Locals was drafted. Participating Locals were very creative in engaging their members with the drive. Some of the

notable activities included barbecues, food collection drives, contests in the workplace, hockey bets, raffles, and employers matching contributions. Some Locals such as Local 58 (that raised $24.00 per member) held multiple events and activities. Local 891 President Mitch Davies, posed in his Calgary Flames jersey after losing a bet.

The challenge saw quite a range in the donations being made with some Locals raising less than fifty dollars and two larger Locals raising more than 40,000 meals. Locals like 709 in Newfoundland and Labrador became significant drivers, taking on a large social media presence. Employers also got involved, matching their employees' contributions and making generous top ups. F&D Scene Changes and Great Lakes Scenic Shop were by far the best employers in terms of contributions.

Vice President Petti stated the assignment was extremely worthwhile and rewarding. On Twitter, Food Banks Canada publicly refers to the IATSE as "rock stars". Of the partnerships that Food Banks Canada had with other organizations for "Every Plate Full", the IATSE Canadian challenge was their most successful.

Vice President Petti concluded his remarks by thanking all of the participants, all Canadian Representatives and officers who helped with the challenge and recommended that the IATSE's national food drive in Canada become an annual event, building on the successes of the initial roll out.

President Loeb congratulated the Canadian Office and participating Canadian Locals on the tremendous success of the national food drive. In doing so, President Loeb noted the importance of the IATSE's continued participation in food drives and other similarly worthy community causes and encouraged all locals to identify future opportunities for the IATSE.

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Michael Barnes, Anthony DePaulo, Daniel Di Tolla, and John Lewis, International Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Joel Youngerman, and Peter Marley and Special Representatives David Garettson, Don Martin and Joseph Short updated the Board on the activities in Stagecraft since the Mid-Winter Board meeting in Charlotte.

Representative Bateman reported on the successful conclusion of negotiations between Local 675 and the Holt Center for the Performing Arts; Locals 15, 488 and 887 and the Intiman Theater Festival; and Local B-7 and the Denver Center for the Performing Arts. He also reported on the organizing drive involving Locals 15, 28, 93 and 675 to represent riggers employed by Rhino.

Vice President Barnes reported on the new facilities added to the Global Spectrum national contract. He also reported the successful conclusion of negotiations between Casino Hotel Employees Local 917 and the Atlantic City casinos, Treasurers and Ticket Sellers Local 752 and SMG, and Wardrobe Local 799 and the Annenberg Center.

Vice President Barnes also reported on the successful representation elections involving Local 8 and Live Nation venues in the Philadelphia Metropolitan area, the Tower Theater and Theater for the Living Arts.

Special Representative Joseph Short reported on the successful conclusion of negotiations between Local 48 and the Akron Civic Theater. He also reported that the Columbus Association for the Performing Arts ("CAPA") has agreed to a voluntary recognition procedure with Theatrical Wardrobe Local 747 to represent make-up artists and hair stylists.

Assistant Director Hartnett reported on the completion of the Pink Contract database, attendance at the AFL-CIO Organizing Institute, and the monitoring of the Metropolitan Opera's financial obligations. He also reported on the successful conclusion of negotiations with Vee Corporation.

Representative Marley reported on the successful conclusion of negotiations between Wardrobe Local 784 and the San Francisco Ballet, Wardrobe Local 768 and the Pantages Theater. He also reported on the successful completion of a neutrality agreement covering the IATSE jurisdiction's at the Los Angeles football stadium. He expressed appreciation for the support of the Los Angeles Central Labor Council.

Representative Don Martin reported that the IATSE Pink Contract Outreach program has been successful in improving representation of the traveling members and has their full support.

Representative Joel Youngerman reported on his assignments with Local 363 in connection with Total Crew Services Inc., Local 13 and Varsity Theatre, and Locals 13 and 745 regarding Viking Stadium.

Vice President John Lewis reported on plans to mount a social media initiative to improve and encourage organizing campaigns throughout Canada.

Vice President Di Tolla reported on the successful completion of negotiations between Local 74 and Live Nation for the Oakdale Theater. He also reported on preparations for the upcoming Live Nation national amphitheater contract.

Vice President DePaulo reported on the successful completion of negotiations between Local 306 and Disney Theatricals covering the New Amsterdam Theater. He also reported on the preparation for the Broadway League/Disney pink contract negotiations.

President Loeb remarked that the length and descriptive elements of the assignments show the volume of work in the Department. He discussed negotiating priorities, observing that the International and its Locals must pursue labor contractors. It must be emphasized to employers that it is better to deal directly with the International than to utilize third-party contractors. President Loeb remarked that there has been a 300% increase in organizing drives in the Department since the last Convention in 2013, noting that the Department is focused on growth. He reminded everyone that the job of the International and the Locals is to organize.

President Loeb commended Vice Presidents Di Tolla and DePaulo and the Department for their progress not only within the Department but also with Stage Locals, observing that they have done a fine job.

PRESIDENT LOEB: Microphone 3.

DELEGATE ANN KELLEHER, Local 768: President Loeb – Mr. President, I'm sorry. Ann Kelleher, Local 768, Theatrical Wardrobe, Los Angeles.

Local 768 would like to thank you for assigning representative Peter Marley to help us with our negotiations at the Pantages Theatre. The Pantages Theatre has always given the Locals the same percentage increase, which means that the lesser-paid Locals slide a little further back each time. So Peter Marley suggested – and we went and met with management prior to negotiations, explained to them that instead of the percentage, we would like to receive the dollar amount that the higher Local got. And so we went into negotiations, and they agreed to the dollar amount and more, and so we went a little ahead this time. And so thank you very much, and big thank you to Peter Marley. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 7.

DELEGATE BILL DEVINS, Local 13: Mr. President, Bill Devins from Local 13 in Minneapolis. We'd like to thank you for your support in our organizing efforts at the Varsity Theater and for your assignment of Joel Youngerman. We were able to have an election, which we won unanimously, and we're now in our second year of a three-year term agreement. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you.

Mike 3.

DELEGATE ERIC LIZER, Local 918: Mr. President, Eric Lizer, Business Agent, Local 918, Anchorage, Alaska. President Loeb, on behalf of the IA's Alaska Local, I would like to extend our greatest gratitude toward yourself, Vice President Barnes, and Representative Bateman.

With your assistance, Local 918 was able to establish the jurisdiction at the Alaska Airlines Center. With the implementation of the Global Spectrum contract, Local 918 has grown to represent more workers in more venues with more signatory employers than at any other period in the history of our Local.

Thank you, President Loeb.

*(Applause)*

PRESIDENT LOEB: Microphone 3.

DELEGATE NATHAN COX, Local 675: Mr. President, Nathan Cox, Vice President Local 675, Eugene, Oregon. Mr. President, I would like to thank you for assigning International Representative "Radar" Bateman to assist contract negotiations between Local 675 and the City of Eugene Hult Center for the Performing Arts. The ratified agreement brought increase to wages to our members and paved the way to parity in wage tiers to our hiring hall sisters and brothers. Representative "Radar" Bateman has been an invaluable resource. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Motion Picture and Television Production Department"

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John Lewis, Assistant Department Director Daniel Mahoney, and Representatives Jamie Fry, Scott Harbinson and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting of the General Executive Board.

Vice President Miller reported on the status of the Basic Agreement and Area Standards Agreement, both of which are subjects of additional and separate reports to the Board. The Department continues to organize and negotiate contracts for distribution via the Internet. The new media provisions of the Basic Agreement will bring these higher budget productions produced by the studios in line with the single project agreements that we have been negotiating with independent producers. Single production agreements do not include the New Media side letter, and terms are negotiated as part of the one-off agreements.

After the Basic Agreement and Area Standards Agreements were negotiated with the AMPTP, several other IATSE Locals negotiated their Majors agreements including Local 52 in New York, Local USA829 (status of negotiations pending), and The Animation Guild Local 839. In Vancouver, the British Columbia Council of Film Unions (BCCFU) comprised of Locals 669 and 891, and Teamsters Local 155 is scheduled to continue their negotiations in Los Angeles in August, and Toronto Local 873 is also scheduled to conduct their negotiations. In Los Angeles, the Teamsters and the Basic Crafts also concluded their AMPTP negotiations on the same basis as the IATSE.

It was reported that HBO Films is in discussions with the IATSE to renew its agreement for Long Form programming made for HBO. The discussions are moving towards an agreement in line with the International's agreement with HBO Entertainment. This would provide the rates of the Basic Agreement and the other Majors Agreements with the beneficial working conditions of the HBO Entertainment agreement. It was noted that the HBO Agreements have come a long way since their inception almost twenty years ago and are now some of the best IATSE motion picture agreements.

Ten new companies have signed the IATSE motion picture term agreements since the last meeting. Vice President Miller also reported that there are several upcoming negotiations before the end of the year with Independent Producers for agreements that cover low budget Basic Cable and children's programming and the expectation is that they will follow the pattern established by the Basic and Area Standards Agreements.

During recent negotiations with Nickelodeon/Viacom and RoCart, it was agreed that Studio Teachers working for RoCart will be covered under the Local 884 Agreement commencing September 1, 2015. This classification will no longer be sub-contracted to On Location Education, a company that traditionally hired teachers under the guise of calling them independent contractors.

The AICP Television Commercial Agreement currently has over 460 signatory companies. Policing this agreement continues to provide challenges as companies continue to produce non-union. It was noted that production under this agreement has been increasing, most notably in Los Angeles. The improving economy and spots for the Internet seem to be the primary drivers of the increased production in this area.

In the area of television production, Award Shows and TV Specials continue to provide significant employment on many high profile productions such as The Academy Awards, The Emmys, The Tony's, and others. Currently, twenty-six companies are signed onto a term basis and about fifty single production agreements are negotiated annually for this type of work.

It was reported to the Board that 100% of the compliance audits completed since the last meeting were found to be within the budget caps required by the Low Budget Theatrical Agreement, and there are nine pending audits. The auditing program continues to prove its worth. Penalties contained in the agreements are strong and effective deterrents to producers and production companies. More often than not, a company will self-report that they have gone over budget or that they have received an infusion of financing and adjust the wages and benefits to the appropriate tier, rather than face the harsh penalties associated with getting caught.

The number of Low Budget Theatrical productions are voluminous and a source of extensive employment. Many of these productions have budgets of less than $1 million and more than a dozen of these have been negotiated recently.

Several organizing victories were reported in the reality television genre including *Skin Wars, Twinning, Home Free, Steampunk'd, Your Worst Nightmare* and *Marriage Boot Camp*. Reality TV entities Reveille, Endemol and Core Media have merged to create a giant independent television company and discussions are underway to combine those separate agreements into one. This will create opportunities and challenges as two of those three companies are currently signed to IA agreements. Other organizing wins include the features *Untitled Jamal Hill Project, God's Not Dead 2, Brave New Jersey, Chimera* and *Christine.*

Representative Harbinson also reported on the recent organizing in South Carolina on the TV production of *The Inspectors*.

Vice President Lewis reported on the status of the Canadian Binder Agreements, Canadian Motion Picture bargaining, the National Film Meeting and organizing. There are now 320 companies signed to the Canadian Binder Agreements and 215 to the Canadian Local Union Term Agreements. He further reported on the status of negotiations with Locals 669, 891, 411 and 873. The BCCFU will continue bargaining in August and Local 873 will be negotiating August 10-14. Local 411's contract expires at the end of 2015 and bargaining dates have not been set.

In conjunction with IATSE District 12's off-year convention, the Canadian Motion Picture Locals held the first national film meeting which was attended by President Loeb and Vice Presidents Miller and Lewis. Items discussed were organizing, training, negotiations, jurisdiction and activism.

Assistant Department Director Vanessa Holtgrewe and Representatives Mark Kiracofe and Julia Neville will be joined by Locals USA829, 891, 600, 800 and 839 in Los Angeles, August 11-13 at SIGGRAPH. This is a large computer graphics convention that attracts workers and employers from all areas of computer graphics, visual effects and technology. Our participation here raises the awareness of the IATSE to the workers in the VFX industry and provides useful contacts for future organizing in this area.

In Oklahoma, the expansion of Texas Local 484's geographic jurisdiction to include Oklahoma is going smoothly and the members in Oklahoma are happy to be represented by the IATSE. In Colorado, the Motion Picture and Television jurisdiction of Denver Local 7 was recently expanded to include the State of Colorado. Representative Fry continues to work with those involved to ensure a smooth transition.

The West Coast Office had a two-day training this summer on the new Microsoft Outlook and Office 2013 software. Shared calendars and advanced features of these programs are being used to help optimize the communication inside the Department.

The Department recently began utilizing the new videoconferencing system for regularly scheduled Department meetings and Skype for Business videoconferencing for one on one meetings. This technology has brought value to the Department meetings as well as a real-time sharing of information and documents.

PRESIDENT LOEB: Microphone 6.

DELEGATE LARRY D. BONEY, Local 871: Mr. President, Doug Boney, IATSE Locals 871 and 884. Small correction on page 27, right column, first paragraph. It should be "on location education."

Dick Wicklund, the delegate of Local 884, has asked me to read the following as he is too ill to attend today's session.

"On behalf of Local 884, Studio Teachers, Welfare Workers, we want to thank you, President Loeb and Vice President Michael Miller, for your roles in rectifying the misclassification of studio teachers on Rocart produced shows. The Rocart studio teachers were working as so-called independent contractors, some of them for several years. With yours and Vice President Miller's determined persistence in negotiations, we are happy to report 24 Rocart studio teachers have become IATSE Local 884 members with benefits and the protection of the Basic Agreement.

President Loeb and Vice President Michael Miller, in solidarity, these new IATSE studio teachers, along with our entire membership, thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Tradeshow Department" (Gavel)

## IATSE TRADESHOW DEPARTMENT

International Vice Presidents William Gearns, Jr. and John Lewis, International Trustee C. Faye Harper, and International Representatives Mark

Kiracofe, Joanne Sanders, Don Gandolini, and Brian Faulkner reported on the activities of the Tradeshow Department since the last Board meeting.

*Locals 834 and 927, Atlanta*

International Trustee Harper worked closely with Representatives Ben Adams and Sanders in presenting AV Essentials training to members of Locals 834 and 927 in Atlanta in April. The training took place over a five-day period and utilized a hands-on approach that provided members with real workplace conditions. It was also the first exposure to customer service training for these Locals. Both Locals have recently been included in the national AV agreements and their members recognize the necessity of the training.

*Freeman AV*

Representative Sanders reported on the national Freeman AV agreement. Since the Freeman AV (FAV) agreement was signed in late January, FAV representatives have worked closely with local union Business Agents and Tradeshow Department Representatives to build relationships where none had existed. Baltimore Local 19 had its first work call under the new agreement in late February and additional shows are scheduled there. Local 22 in Washington, DC had its first call in spring 2015. In both cases, logistics were complicated by already existing relationships with those cities' respective convention centers. But with early communication and outreach, both Locals were able to head off obstacles. Each of the shows were fully staffed with skilled technicians.

*Local 12, Columbus*

It was reported that Representative Sanders was approached about securing a contract between Global Experience Specialists (GES) and Local 12 in Columbus, Ohio. Representative Sanders was successful in negotiating a three-year agreement in keeping with the area standards established for the tradeshow industry in the Columbus region.

*Local 720, Las Vegas*

Representative Sanders reported on successful negotiations for two agreements in Las Vegas. Negotiations between Local 720 and Global Experience Specialists (GES) included the Local's proposal that sixth and seventh days' pay in each workweek be replaced by weekend overtime. The proposal had a huge impact on the economic package. Nonetheless, the Local and GES came to agreement on a three-year contract that included weekend overtime. Factoring in the adjustment for overtime, the Local secured a wage and benefit increase of nearly 10.8% over three years. The contract was ratified by the Local.

The Local's negotiations with Freeman AV also included a similar proposal to convert to weekend overtime. In this case, however, the Local withdrew the proposal after extensive discussion. The negotiations resulted in a four-year agreement with a wage and benefit package increasing 3% per year on average. The terms included contributions to the IATSE National Annuity Fund for the first time in the history of this contract. Contributions to the IA Training Trust Fund were also established in this contract.

*Local 835, Orlando*

Representative Sanders assisted Local 835 with several third step grievances involving two of the Local's largest employers—GES and Freeman. In each case, most grievances were resolved at the third step and all parties agreed that the open discussion cleared the way for better future communications between the Employers and the Union. Two difficult grievances remain open (one with each employer). The remaining GES grievance involves a payroll issue which cannot be resolved without more research and information from the company. The remaining Freeman grievance involves jurisdictional matters. The parties have agreed to extend grievance procedure timelines to better address these issues.

*Local 28, Portland*

Representative Faulkner reported on his work with Local 28 in Portland, Oregon since its inclusion in the PSAV national agreement. PSAV was concerned about the lack of an on-call labor force in this region. PSAV has partnered with the Local for an AV Essentials class scheduled for early August 2015. PSAV will be providing the facility and equipment needed to present the training. Meanwhile, a Train-The-Trainer class was conducted for the Local in early July. In addition to training its members, the Local is recruiting unrepresented AV technicians working in the jurisdiction. Some have already been referred to fill specific skills requirements and all believe these efforts will yield more positive results.

*Local 363, Reno*

It was reported that Representative Faulkner is also assisting Local 363 in Reno, where customer service training is being planned for AV and tradeshow crews at the Grand Sierra Hotel and Casino in Reno this August. Although the Reno market is still economically depressed, it is expected that Reno redevelopment efforts will produce more jobs in the coming years.

Representative Gandolini also reported on negotiations between Local 363 and Blaine Convention Services. Although the contract currently pays more than the Local's other tradeshow agreements, the employer agreed to annual wage increases of 1% during the new three-year term. Benefit contributions were slightly reduced and pension contributions were merged into the annuity fund.

*Local 62, Colorado Springs*

Representative Faulkner is assisting Local 62 in Colorado Springs where a part-time workforce makes it difficult for the Local to engage and retain skilled workers between periods of low employment. In an effort to address this, the Local is considering a customer service training class to improve its relationship with the Broadmoor Hotel, a large resort which provides a sizable amount of work in this tourist driven area.

*Local 39, New Orleans*

It was reported that Representative Gandolini has been involved in negotiations in New Orleans with the Expo Group. The Local was successful in signing Expo Group to area standard deco and freight agreements. The freight agreement runs through October 31, 2017. The deco agreement expires June 30, 2019.

Representatives Gandolini and Sanders have been meeting with Freeman Decorating periodically for the past year to negotiate an initial freight agreement. These negotiations come after a litigious battle following an election that was decided in 2013. At this time, tentative agreements have been reached on all contract language except that which addresses overtime conditions. It is expected that the contract will be resolved soon.

*Freeman AV - Local 33, Los Angeles and Local 127, Dallas*

Representative Gandolini reported on his work with Local 33 in Los Angeles and Local 127 in Dallas. Both Locals were recently added to the Freeman AV national agreement. Both Locals are optimistic about increased work opportunities. As part of the Tradeshow Department's implementation plan, the AV Essentials training was held in Dallas in mid-July. Local 33 is hoping to schedule the training in Los Angeles later this year.

*Exhibition Services and Contractors Association (ESCA) Summer Educational Conference and Labor Council*

Representative Gandolini reported on the Tradeshow Department's recent participation in the annual ESCA Summer Educational Conference held in Lake Tahoe. The entire Tradeshow Department attended and the conference provided useful information about the current and future state of the industry. Representative Gandolini serves as co-chair of the Association's Labor Council. The Council, tasked with developing customer service training, has finalized that program. ESCA will be scheduling the training in venues across the country. Vice President Gearns serves as the labor representative on the ESCA Board. The Labor Council convenes only once per year, which makes it difficult to build momentum and maintain continuity.

*Local 69, Memphis*

Representative Kiracofe reported on negotiations between Local 69 and Nth Degree. The contract is consistent with the area standard agreement for all tradeshow contractors in the Memphis region and increases the Local's presence on the tradeshow floor.

*Local 665, Hawaii*

Representative Kiracofe also reported on Local 665's agreement with Renaissance Management. Henry Fordham, Local 665's Business Agent, was able to reach agreement with increases in wages and benefits. Business Agent Fordham attributed the success to the Local's stellar performance under the first contract.

*PSAV/FAV*

Representative Kiracofe reported on the work he has done with his assigned Locals under the PSAV and FAV national agreements—Locals 7, 15, 76, and 99. Contacts have been established with FAV management in Las Vegas, who also provide coverage for events in Phoenix and Hawaii. Similar outreach has been done with the Chicago branch to coordinate on Minneapolis events this fall.

*Canadian Tradeshow*

Vice President Lewis, reporting on behalf of International Representative Barny Haines, reported on tradeshow activities affecting Canadian Locals. Local 105 in London, Ontario won a representation vote and was certified as the representative of Freeman AV's full time technicians. Bargaining for a first contract began in July. Although there were only a few items on the table, bargaining ceased on the second day and the Local filed for conciliation which is the

first step in being in a strike/lockout position.

Vice President Lewis also reported on a large organizing campaign in Vancouver for the full-time, part-time and freelance technicians working for PSAV. Representatives Julia Neville and Barny Haines are working with Local 118 and a group of local union organizers. PSAV has a large presence in Vancouver and is the AV provider in twenty hotels. There are approximately 100 technicians involved. An internal organizing committee has been established and recently, the company began scheduling meetings with the employees promising a review of the compensation packages.

*State of the Tradeshow Industry*

Vice President Gearns gave a brief summary of the tradeshow industry's current economic status.

After suffering major losses with the economic downturn, the industry has been experiencing average growth of 2% to 3% per year since 2011. This trend is projected to continue into 2017. Over the last two decades, the amount of square footage available in convention centers across the United States nearly doubled and expansion projects are beginning to pop up in key cities. The IATSE is fortunate to have a well trained workforce working in dozens of venues across the most populated states.

The strong economic standing of the industry coupled with the growth in exhibit space across the country is providing many employment opportunities for our Locals. Employers are willing to bargain more generous contracts and are more willing to partner with IA local unions to provide training. Both are welcome trends that should continue.

President Loeb commended the Department for its work and remarked that the focus of the Department is often on its term contracts and the critical work of securing them. However, training was throughout the report and the Alliance is becoming better equipped to provide employers with the skilled workforces they need. The industry is growing and the IA will focus on the permanent workforce of Freeman who are unrepresented. President Loeb concluded by welcoming Vice President Gearns back after his absence from the last Board meeting.

PRESIDENT LOEB: Sorry. Microphone 7, go ahead.

DELEGATE ENRICO GRIPPO, Local 720: Mr. President, I represent Local 720. My name is Enrico Grippo. I work as a Business Agent in the Tradeshow Division of our Local. I wanted to thank you, I wanted to thank the International for all that you've done to help us.

They say in Vegas that what happens in Vegas stays in Vegas. That's not necessarily the case in Tradeshows, because the collective bargaining agreements that we have there affect, I believe, the International in general. Our co-bargained agreements include the likes of GES, Freeman, Encore, PSAV, all of which have impact with other Locals around the country.

Thank you for your assistance in helping us. We have more to do. I would particularly like to thank you for having Vice President Representative Bill Gearns, Representative Joanne Sanders, and Representative Daniel Cook for all that they've done to assist us in our battle. Thank you.

*(Applause)*

PRESIDENT LOEB: Thanks, Enrico.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Communication Department" (Gavel)

## IATSE COMMUNICATION DEPARTMENT

Communications Director Emily Tao reported to the Board on the Department's activities since the January 2015 Board meeting in Charlotte, North Carolina, including the International's communications networks, social media trainings, daily department tasks, and activism.

*IATSE Website*

The Department continues to maintain the International's website with news, events, and member photos. As proposed at the last Board meeting, an activism page now exists on the IATSE website. This page is used to promote the activism and great work of our local unions. Currently, it lives under the "Get Involved" tab, which also includes information about political activism. Also added as of mid-July, is a "Share Your Activism Story" in which members share stories of their local union's activism.

*Email Program*

The Department continues to oversee the IATSE's email program and coordinate email blasts to local unions and the general membership.

*Social Media Networks*

The IATSE's social media networks continue to grow in the number of followers and reach. The IATSE has been on Instagram, a photo-specific social media platform, since September 2012. However, posting only became frequent in January 2015. Consequently, numbers for Instagram are lower than our other platforms, but they are growing. Between January 2015 and July 2015, the account experienced a 15% growth.

The IATSE's Facebook continues to expand its reach and saw a 10% increase from January to July 2015.

One top-performing post on social media concerned the Crew One campaign, referred to as "Poor Performance Atlanta." A Care2 petition urging Live Nation to end its poor treatment of Atlanta stagehands reached almost 6,000 signatures, while an LA Times news story about Crew One and Live Nation reached more than 17,000 people on Facebook alone. This was one of the most popular IATSE Facebook posts within the last six months.

Another extremely popular activism post was from June 26th, when the U.S. Supreme Court ruled that same-sex marriage was a right guaranteed by the Constitution. A statement from President Loeb was released about this decision as follows:

"Today's Supreme Court decision on same-sex marriage is a victory for civil rights, and therefore human rights and worker rights. We must remember that the fight is not over for full equality for LGBTQ individuals. Workers still face unfair discrimination and risk job termination because of who they love. As advocates for workplace safety and equality, we know these protections are important. All workers deserve fair treatment and respect on and off the job. We stand proudly as allies for the LGBTQ fight for full equality in this country."

The full statement was distributed to the press, and posted to both the IATSE website and IATSE social media networks where it received an overwhelmingly positive response, especially on Facebook and Twitter. After just five days, the statement had reached more than 22,000 people on Facebook alone with 242 shares. Many of those who commented thanked the IATSE and President Loeb for his statement.

This overwhelmingly positive response to the IATSE publicly supporting marriage equality and the LGBTQ community, shows the importance of the IATSE supporting movements that may not be directly union-related.

*Social Media Training*

Since the last Board meeting, the Communications Department conducted another digital training for the New York City Central Labor Council Digital Training Series, this time focusing on Facebook Best Practices, or, Advanced Facebook, in May. The Communications Department was pleased to report that these trainings are now recorded and available for the membership on the IATSE YouTube channel at: bitly.com/twitter4labor and bitly.com/facebook4labor. These trainings were emailed to the membership and publicized on social media in July 2015. The videos have already received hundreds of views. Viewers are urged to send feedback to comms@iatse.net.

Director Tao expressed thanks to Communications Outreach Coordinator Molly Katchpole for recording the presentations and IT Administrator Jimmy Rainey for his assistance.

*Organizing 2.0 Conference*

Coordinator Katchpole attended the Organizing 2.0 conference in New York City on April 10-11, 2015. Approximately one hundred and fifty labor staff, organizers, rank-and-file members, and labor community members attended this communications and digital organizing training. One workshop on the new Facebook algorithm has already been incorporated into the Department's social media practices and taught in the Facebook Best Practices training.

*Daily Department Tasks*

The Department has been involved in various projects since January, including press and social media support for the Motion Picture and Television Department's "Sharknado" and "Marriage Boot Camp" actions; numerous organizing campaigns led by the Stagecraft and Canadian Affairs Departments, providing digital campaign, press, and message strategy support.

Director Tao thanked the IATSE Legal Department, especially General Counsel Samantha Dulaney and Adrian Healy, for being extremely responsive when vetting job action and organizing social media posts, where timeliness is often crucial.

The Communications Department continues to work closely with the Education and Training Department to promote educational opportunities to members. In April 2015, the two Departments collaborated on involving IATSE members and staff to participate in a moment of silence for the AFL-CIO National Workers Memorial Day. Safety information

was also publicized in April for NAOSH Safety Week and USITT Rigging Safety Day.

Also in April 2015 the Communications Department worked with International Representative Scott Harbinson and CreativeFuture to encourage U.S. local union officers to send letters to Congress urging them to take steps to fight digital piracy. A total of 8,849 members were represented in the letters sent.

The Department also coordinated press releases on significant social, political, and labor news, such as the Supreme Court decision on marriage equality, the announcement of the conclusion of the Hollywood Basic Agreement negotiations, and a statement regarding Hillary Clinton calling out companies that misclassify workers as independent contractors.

The Department is also starting to prepare for the 2016 Presidential election.

*Activism*

The Communications Department has been identifying topics to publish on the communication platforms. In July 2015, the Department put out a request for local union activism stories. The Department is looking to collect these activism stories from the Locals to share with their sisters and brothers across the International. Stories should be sent to activism@iatse.net.

Director Tao thanked the members of the Board, Department Directors, and International Representatives for their constant support. She also expressed thanks to the local unions for submitting stories and photos of their great work and activism – many of the top-performing posts from the Communications Department came from local unions. By showing that the IATSE stands up for others, others will stand up for the IATSE membership.

Director Tao also thanked President Loeb most of all for supporting the Communications Department in working to strengthen the union, its membership, and the labor movement.

President Loeb reminded the Board that the Communications Department was established a mere four years ago and is already having an impact across the labor movement by teaching "best practices" at the New York City Central Labor Council. He remarked that the effect of this Department is felt across all Departments and levels in the International. He noted specifically, that the support provided by the Communications Department in the International's organizing campaigns is crucial, noting that without publicity the success in those actions would not have been possible.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia White, Assistant Department Director Robyn Cavanagh, International Representatives Ben Adams and Joel Youngerman, and ICAP members Kent Jorgensen and Sheila Pruden reported on the recent activities of the Education and Training Department which works primarily in three areas – Craft Skills and Safety Training, Union Leadership Training, and Student Outreach.

### Craft Skills And Safety Training

*Audio Visual Training*

Since the Board meeting in Charlotte, N.C., three AV Essentials classes have been held in Salt Lake City, Atlanta, and Dallas, with others scheduled this year in Portland, Denver, Indianapolis, and Kansas City. To date nearly 100 people have completed all the necessary work and have received InfoComm/IATSE Live Event Technician Certificates. A few of these students went from completing the Live Event Certificate to studying for and obtaining their CTS Certificate.

Much of the recent work in this area has been in translating the course that the IATSE and InfoComm presents into something Local trainers can deliver to members themselves. Local trainers are now trained wherever the course is presented and they are included in the IATSE sessions.

Because the teaching challenges differ between Locals, the curriculum is very organic. Due to changing technology, the class material is updated as needed. Each of the fifteen modules in the newest version include PowerPoint and multiple printed handouts, (for Local use) nine digital video presentations, six quizzes, exams, and a guideline for the practical exam. Local 15 (Seattle) recently used this curriculum to present an AV Essentials four day class on their own. Several people from that class have also completed the online portions and have been awarded their certificates. Additionally, plans to build digital "workbooks" that will replace printed materials will help Locals avoid printing costs and also sharpen members' computer skills, will be implemented soon.

The announced partnership with lynda.com will have special advantages for our members who take

audio visual training. Currently, pre-class surveys evaluate students' skill levels before beginning the AV Essentials program. With the addition of lynda.com to the education arsenal, students with little to no computer experience can be referred to a lynda.com playlist to advance their skills prior to attending class. Also, some of the PowerPoint and Keynote training which currently uses a sizable portion of class time can be completed online prior to class. PowerPoint and Keynote class time can then be abridged to a short review and exercise, and gained class time can be used to add subject matter for which there is no time in the current class format.

*InfoComm 2015*

Representative Adams attended the InfoComm 2015 Show in Orlando and several classes in IT Networking and streaming.

These classes were informative, although the focus was mainly on Integration techs - people who do permanent A/V installation work. A productive post-class meeting between Representative Adams and InfoComm representatives resulted in an invitation to collaborate with them to develop classes for next year's Las Vegas show that are more geared toward the work our AV techs perform. This is a good step as it is apparent that the IATSE is becoming a force to be reckoned with.

Representative Adams reported receiving very positive feedback from a few attendees curious to learn about the training program that the IA and InfoComm collaborate on, and noted that the IATSE is becoming a real presence at the show.

*Entertainment Technician Certification Program (ETCP)*

ETCP provides evidence of technical proficiency and professionalism in the areas of Arena Rigging, Theatrical Rigging, and Electrics. Having ETCP Certification demonstrates which technicians are in the top third of the industry professionals in North America. Furthermore, to maintain certification, continuing education credits must be accrued to prove certified technicians are current with industry developments and practices.

Candidate information, including eligibility requirements and applications, is available on the ETCP website (http://etcp.plasa.org/usitt2015.html). Materials can also be mailed by contacting Meredith Moseley-Bennett, ETCP Certification Manager, at 212-244-1505 or etcp@plasa.org.

Currently, 1,209 certificates are held by IATSE members. Members who pass the test can be reimbursed for a portion of the certification fees through the IATSE Training Trust Fund (IATTF). The Training Trust Fund, the ICAP, and the union all stand ready to assist local unions in finding appropriate training for their riggers and electricians, and they are encouraged to do so.

It was noted that ICAP Chairman Alan Rowe will be chairing PLASA/ETCP's latest initiative to create a new, fourth certification for those who operate portable power distribution systems in the entertainment industries. Subject matter experts from across the variety of applications of this technology have been nominated to work on development of this certification. A vote of thanks was extended to the International Vice Presidents and Representatives who helped to nominate many of these subject matter experts from across our countries and crafts.

*IATSE Craft Advancement Program (ICAP)*

The IATSE Craft Advancement Program concentrates its work in three areas: supporting the IATSE Training Trust Fund, facilitating the IATSE/USITT/OSHA Alliance, and coordinating Standards Writing.

The members of the ICAP and the Locals that give them the support to do this work are Joe Aldridge (Local 720), Paul Dean, Jr. (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728) who is the current ICAP Chairperson.

The ICAP has been offering optional training sessions at the District Conventions on how Local Leaders can use safety regulations to protect their members. So far, this module has been presented at the conventions of Districts 1, 2, and 3, and will be presented at Districts 7, 11, 12, and 14 later this year. This class is intended to give Local Leaders the tools to understand the union's rights and the employer's responsibility when it comes to safety. This will help protect our members at work but also provides leverage at the bargaining table. Sister Sheila Prudin is working on a Canadian version of the course to be presented in September at Districts 11 and 12.

In June, Brother Eddie Kramer from Local One joined members of the ICAP as they gave a presentation on Fire Safety System Inspection in Traditional Theaters at the U.S. National Fire Protection Association annual meeting. A lot of positive feedback has been received from this panel. One

inspector from Hawaii subsequently asked to attend our safety presentation at the District 2 convention and when he saw it, was very complimentary about the proactive work of the IATSE. These types of requests are becoming increasingly common at both OSHA and NFPA events and connect us more and more with the authorities having jurisdiction in the places where IATSE members work.

It was reported that for the third year members of the ICAP have been giving safety presentations on the show floor at InfoComm and the attendance has grown each year. These presentations promote the IATSE as the leader in entertainment safety and helps draw people to the IATSE's booth for more information. Plans are to expand the program next year to include even more show attendees.

The second round of U.S. National Electrical Code Panel 15 meetings for the 2017 revision on the Code are being held this November in San Diego. Brother Eddie Kramer, Local One, and ICAP Chairman Alan Rowe will be there to present IATSE interests. The scope of Code Panel 15 covers theaters, motion picture studios, carnivals and fairs, and other places of assembly where IATSE members are employed.

Brother Raymond continues to chair PLASA's North American Regional Board assisting with oversight of the many programs benefiting the IATSE and the entertainment technologies business.

*OSHA*

The OSHA 10 curriculum has been very well received. Working with the IATSE Training Trust, five calendared sessions have been presented since the last General Executive Board meeting in January 2015. These sessions were held in Dallas, Atlanta, Chicago, Nashville, and New York. In addition to these sessions, eleven other OSHA 10 classes have been presented at the request of various Locals and Districts. It was reported that 418 people have been trained through sixteen OSHA 10 classes for a combined total of 5,016 hours of training. Brother Bill McCord of Local 478 who has completed all of the necessary certifications and been trained by ICAP members as an instructor, was recognized for his work with the ICAP on these classes, and his tireless dedication to the project.

In addition to providing these classes, ICAP members work with local and regional trainers whenever possible to familiarize them with these materials. This will expand the reach of this training while keeping our standard of quality consistent. These local trainers branch out and begin to train their fellow members themselves.

Authorized OSHA Outreach Trainers must take a refresher course every four years, and this past April, four members of the ICAP re-qualified their credentials. ICAP members retooled our materials based on new information and standards. It was reported that the OSHA 10/GES curriculum is complete and up-to-date.

One of the big initiatives for ICAP this year has been outreach to OSHA Compliance and Consultation Officers. Through the IATSE/USITT/OSHA Alliance there has been forged a solid relationship with OSHA. Director White spent a day at the U.S. Department of Labor in March meeting with some of the IA's contacts at OSHA and making some new contacts. This Spring the ICAP presented two sessions to train OSHA compliance officers. In April, a presentation was made at the Department of Labor in Washington, DC for those in the mid-Atlantic region. In early June ICAP was invited to Worchester, MA to speak to Compliance Officers in OSHA's Region 1 (New England). A total of about thirty Compliance Officers received training from the IATSE. In May, Alan Rowe gave a similar presentation at the annual convention of OSHA Consultation Officers in Kansas City where over one hundred fifty people heard him speak.

In all of these presentations, an ICAP goal is to explain our crafts, the IATSE's dedication to safety, and an overview of Fall Protection in Theatrical Productions and Portable Power Distribution Systems. It is important that the officials responsible for workplace safety are aware of the unique situations entertainment industry workers face. The feedback from these events has been overwhelmingly positive and additional presentations to trainers in other regions will occur this fall. ICAP's goal is to reach the majority of OSHA Compliance and Consultation Officers so that when they arrive at a theatre, set or other location they know what to look for to keep workers safe.

## Union Leadership Training

*Staff Training*

The annual three day staff training for the IATSE General Executive Board and International Representatives was held in March at the Maritime Institute near Baltimore, MD. The focus was on "Making Time and Space for Activism" and was led by Paul Silverman, Founder and Managing Director of Integra Workshops. A follow-up to this training will take place during the Educational Sessions at this Summer meeting of the General Executive Board in Halifax.

*Education Session at the General Executive Board Meeting*

Based on the success of the staff training, Mr. Silverman will return to the IATSE to lead the Education Session for Local union officers and representatives during the mid-summer General Executive Board meeting. The pillar of Activism remains a challenging pillar to many local unions and staff members. Simply put, Activism builds alliances and a network to improve the social and economic security for IA members. Activism is all about building strong local unions, and with the current state of worker attacks and the diminished strength of unions, local unions need to be as strong as possible. The session focuses on strategies to manage time and plan ahead to make more time to work on this essential pillar Best practices and tips include how to:

- Use the electronic tools you have to gain better work-life balance
- Effectively manage email
- Save both time and energy to dig into activism and accomplish your other goals
- Shorten and get the most out of your planning meetings

*District Convention Education Sessions*

The 2015 District Convention Trainings continue the focus on Activism with "Strategic Thinking about Activism," a workshop designed to assist local union leaders in identifying and communicating their priorities and vision for growing Activism in their Local. This curriculum is tailored to help Locals build successful programs that reflect their unique concerns and realities – jurisdictions, crafts, size and geography. The report shared photos and highlights from the District meetings thus far. The District trainings build on the two previous components offered at the Board meeting sessions in July 2014 and January 2015. All of the materials for Activism classes are available on the IATSE website.

*IATSE Officer Institute*

There have been six IATSE Officer Institutes since the program's inception in 2014. Two sessions have been held thus far in 2015. Three hundred and four Local union officers representing one hundred and thirty-three local unions have graduated. Previous reports to the General Executive Board have outlined the ambitious five-day course that includes core knowledge in topics ranging from collective bargaining and labor law, to organizing and communications. The classes are hosted at local union facilities and have been sold out with waiting lists. Over 80% of the IATSE members have had at least one officer attend the course.

The success of the program reflects the commitment of time and resources by local unions as well as the International. Such an investment demands continued analysis and evaluation. The Education Department is working to make the program widely accessible to all Locals, serving all corners of the Alliance and continues to track local union participation by size, crafts, and District. The Department is also now working with graduates and attempting to measure the ways that the program has impacted local union programs, work, contracts, and growth.

Results of a survey conducted by the Education Department of Officer Institute graduates was presented and highlighted the measurable changes and concrete initiatives graduates have begun at their own Locals since attending the Officer Institute. These results will also be printed in the next IATSE Bulletin.

The remaining Officer Institutes for 2015 are:

- September 14 – 18, 2015 in Las Vegas, NV
- October 26 – 30, 2015 in Toronto, ON

*The Labor Education Assistance Program (LEAP)*

This program continues to be very popular, and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. It was noted that information about LEAP is available on the IATSE website. More and more union officers are contacting the General Office with questions regarding courses, and asking how to locate a class that is right for them.

It was reported that the International's LEAP spending for 2015 as of June 30 is $8,344.35 in Canada, and $15,898.09 in the U.S. The total program spending to date (since September 2009) is $67,345.52 in Canada and $163,649.96 in the U.S. for a grand total of $230,995.48.

*Road Show*

The IATSE Road Show presentation "Why Unions Still Matter" has evolved over the years and members who have seen it come away with a better understanding of the strong connection between unions, a healthy

middle class, and a strong economy. It is presented at each session of the IATSE Officer Institute and is its own best advertisement. Recently, two of our most successful Road Shows took place.

After receiving a request from Local 158, the Education and Training Department took the "Why Unions Still Matter" Road Show to Fresno, CA on April 27, 2015. Due almost entirely to the hard work of the Local 158 officers and Board, especially Business Agent Pebbles Rapp, the presentation was very successful. The event started an hour before the Show with tables set up and staffed by members of the Local providing information to the rank and file, including extras, on the Local's dispatch system, benefit plans, training, and the International. Refreshments included homemade cookies in the shape of the IA logo. A number of non-members were present, and the session was even attended by the General Manager of one of SMG's buildings. There were fifty-six attendees, extraordinary for a Local with only sixty-four active members. The audience was active and engaged, and Local 158 maximized this opportunity to connect with the people they represent.

At the 2014 Los Angeles Officer Institute Local 665 Business Agent Henry Fordham saw the "Why Unions Still Matter" presentation for a second time along with Local 665 President Irish Barber who was seeing it for the first time. They came away determined to bring it to their members in Hawaii and it was presented twice in Honolulu right after the District 2 Convention. Brother Fordham and Sister Barber spread the word through the Hawaii AFL-CIO and 100+ people attended, including representatives of twelve sister unions.

Representative Joel Youngerman reported that increased motivation to take action on the political front, and to educate as many people as possible about union issues often occurs in Locals where the Road Show is presented.

Road Shows presented in Canada are part of the Canadian report, and unions who wish to see the Canadian version should contact International Representative Peter DaPrato. Local unions in the United States that are interested in bringing the Road Show to their city should contact International Representative Joel Youngerman.

## Student Outreach

*Roundabout Theatre/ High School Outreach Program*

The IATSE's partnership with the Roundabout Theatre Company Education Program concluded its third successful year and continues to expand. The goal of this partnership is to enhance New York City high school students' appreciation of, and exposure to careers in live theater and equip students with knowledge of the skills required and pathways possible to pursue those careers. It is also the aim of the Department to educate students about the IATSE: What IATSE stands for, what a union is, what collective bargaining is, how unions protect members, what a "Local" is, how to join IATSE, what it means to "organize", and the benefits of joining a union like IATSE.

Over the course of the 2014-2015 school year, students gathered at the American Airlines Theater Penthouse lobby on five different days to attend the ever-popular "Hidden Career Path Days". In the first year of the program, the featured crafts were Carpentry, Electrics, and Wardrobe. Last year Hair and Makeup and Sound were added, and next year a sixth day will be added to explore Front of House careers. For each discipline, students learn what it takes to work on Broadway through panels and hands-on activities led by IATSE working professionals. Each day concludes with a tour of a Broadway house. Photos from Hidden Career Path Days were presented to the Board.

In the 2014-2015 season a total of one hundred and sixty-four students were reached from seven different high schools in Manhattan, Brooklyn, Bronx, Staten Island, and Long Island, a 60% increase in attendance from last year.

Another aspect of our partnership with the Education Program at the Roundabout is the support of three "College and Career Days", when IATSE volunteers participate in panel discussions about careers in the theatre.

For help in scheduling these programs and recruiting volunteer presenters, thanks go to Locals One, 764, and 798, as well as to the member volunteer presenters themselves, who give their time and expertise to make the programs successful.

Next year's Hidden Career Path Days will be Electrics on October 23, Stagehands on November 17, Sound on December 11, Front of House on March 4, 2016, Wardrobe on March 18, 2016 and Hair and Make-up on April 15, 2016.

Continued and expanded outreach of this type not only enriches the lives of the students, but also features the IATSE in positive ways, connects us with the diverse pool of future New York City workers,

and teaches that unions make living a middle class life possible for the workers in our crafts.

PRESIDENT LOEB: Microphone 7.

DELEGATE RICHARD M. RHOADS, Local 51: Mr. President, my name is Mark Rhoads, Local 51 in Houston, Texas.

President Loeb, I want to thank you for creating the Officers Institute. I believe it changed the way I am doing my job, and improved it. I'd also like to thank Pat White and Robyn Cavanagh for encouraging me to expand my understanding of labor issues.

I'd also like to thank "Radar" Bateman for many COMET trainings that he's done in Houston. And on a personal note, I would like to thank him for making me go to lunch early. Minutes later a car crashed through the wall of my office and we were at lunch having tacos.

*(Laughter and applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Broadcast Department" (Gavel)

## IATSE BROADCAST DEPARTMENT

Department Director Sandra England, along with International Representatives Fran O'Hern and Steven Belsky reported on the Department's activities. The Department has been active in several established and new territories, working with members, local unions, and employers. There have been several significant contacts with non-members and organizing efforts are underway in Indiana, Ohio, Florida, and Colorado. The Department has continued to pursue wage and benefit increases for members, uphold consistency and parity among contracts, and provide communications and resources for Locals.

*Local 100, New York, NY*

Local 100 entered negotiations with several regional crewing contractors for successor contracts. The Local quickly settled negotiations with all but one of the contractors—LDM Worldwide. LDM Worldwide held out and tried to break the pattern in the contracts that had been executed by all the other crewing contractors. The membership of Local 100 held together and after lengthy negotiations the Local was able to compel LDM Worldwide's agreement on a contract that was in line with those of other area contractors. All contracts have been ratified by the members and include wage and benefit increases each year.

Fox Sports now owns a controlling interest in the YES Network and has assumed the existing contract between the Local and the YES Network. Fox previously had a separate contract covering the away feeds for remote events in New York. The company approached the Department about combining the two agreements. Local 100 agreed to do so and will be bargaining with Fox for future contracts covering home and away feeds. One complication of note was that the DGA represents YES Network stage managers, while Local 100 represents stage managers under the Fox away feed contract. Fox, the Local and the DGA worked together to make sure this structure remained intact under the combined agreement and IATSE will continue to represent stage managers on the away feeds.

*Local 119, San Francisco, CA*

The Comcast Northern California regional sports network has broadcast rights for the Oakland A's baseball team. The network's rights agreement with Major League Baseball (MLB) provides that when Oakland games are not televised, MLB has the right to put another team on their air. The network and the team found this arrangement undesirable and thus sought to broadcast several A's games that were not budgeted for. The Local and the network devised a solution by generating a stripped down broadcast with a clean feed of the show and voiceover from Oakland A's radio. All work on the cut-down show remains covered by Local 119's contract. The network will restructure the budget for future seasons.

*Local 414, State of Wisconsin*

The first Fox contract covering Wisconsin is now implemented and as of April 1 a new contract with Program Productions, Inc. (PPI) was also in place. Unfortunately, Wisconsin became a right-to-work state between the time when the IA organized PPI and when the contract was signed. The PPI contract nonetheless improved on several aspects of the Fox deal (which had been patterned on the Fox North contract in Minnesota). Wisconsin crews were pleased to receive staffing and fee enhancements in several crafts and full travel accommodations statewide. The Local and employer representatives have admirably handled implementation of a new contract.

It was noted that the newly chartered Local 414 is now run by new officers who have assumed control of its

operations and finances. It is growing its membership, and concentrating on continued organizing. Local 414 has adopted a constitution, created membership files, and completed its U.S. Department of Labor filings.

*Local 745, State of Minnesota*

Fox continues to be the principal employer in the Minnesota region. However, thanks to Department activity and significant effort by Local leaders, four new crewing contractors have been organized and are now under contract. The Local faced particular difficulties in reaching a deal with Mobile Television Group, but a contract is now in place. Rush Media, Program Productions, and LDM Worldwide executed contracts shortly after Mobile Television Group. An increasing majority of area broadcast work is now covered by IATSE contracts.

Local 745 has also initiated a highly productive training agenda, which includes running mock shows out of active mobile broadcast trucks. Fox has partnered with the Local in this endeavor to enhance crew depth and skills. It also allows Fox to provide training for above-the-line staff and talent. The Department hopes to expand this training model into other markets.

*Local 748, State of Arizona*

A new market has opened in Arizona with contracts covering spring training baseball. Upstart Wisconsin-based production company Rush Media has been active in that market. This year, IATSE crews worked more than 40 preseason games televised from ballparks in the Phoenix area. Local leaders agreed to tiered wage rates specifically for non-revenue (i.e., otherwise unaired) games. In exchange, Local members receive the benefit of training and craft upgrade opportunities, which will grow the skills of IA members in this often short-staffed territory. The Department is in discussions with Rush to expand this model into other markets as well.

*Local 762, Chicago, IL*

Representative O'Hern reported on contract negotiations in Chicago during early 2015. Early negotiations began with Program Productions, Inc. (PPI) for work in the Chicago area since the agreement PPI held with the Comcast Chicago network was going out for bid. The Comcast Chicago work comprises a sizable amount of IA broadcast work done in and around Chicago. Economic proposals reflected the bargaining committee's desire to keep wages in-line with those of the two other broadcast unions in Chicago, while also maintaining the most generous benefits package in the market (by far) in place. Due to the nature of the Chicago market, the committee was wary that Comcast would select another crewing contractor, which pays under the terms of another union's less generous contract. Director England and Representatives Belsky and O'Hern met in Chicago for negotiations in May. After two days of hard bargaining a deal was reached, which enhanced working conditions, maintained benefits levels, and provided wage increases for targeted crafts.

*Locals 600, 695, 700, 795, 800, 871, Los Angeles and San Diego, CA*

Representative Belsky reported that since the beginning of the year the Department has renewed Los Angeles area contracts with both PPI and LDM Worldwide. Similarly, both companies have also signed successor contracts for the San Diego area and crews report productive relations with both employers. It was noted, however, that staffing issues have complicated relations with Pettigrew Crewing in both Los Angeles and San Diego. Face-to-face meetings with Pettigrew Crewing's officials sometimes resolve these problems, but only on an ad hoc basis. The Department continues to work with this company to correct these problems.

*Local 796, State of Texas*

In addition to a rights-holder Fox contract and other crewing contractor agreements, New York-based HJZ Productions now has a new footprint in Texas and has signed an IA contract for Local 796's region, which follows the pattern set by other contractors. HJZ principal, Howie Zales, is a longtime IA crewing contractor and the Department is pleased to have him in Texas. A new local crewing contractor called SBC, which is headed by former Fox and Sammco crewing representative Robyn Callahan, has also signed a contract in Texas. SBC will be based in Houston, making it a truly local entity, which has long been lacking and needed in that market.

*Organizing*

It was previously reported that International Representative John Culleeny and Director England held meetings with technicians working on Indiana Pacers home and away feeds. President Loeb assigned Representative O'Hern to the organizing effort for that group. It was reported that a representation petition was filed in early April and an NLRB election was held thereafter. The ballots were tallied on June 1, 2015 and the IATSE won by a vote of 49 to 13. The results have been certified by the NLRB and the employees have formed a bargaining committee. Representatives O'Hern and Belsky held a preliminary meeting with the committee to discuss their proposals in preparation

for contracts negotiations with the employer, which are expected to begin in late summer or early autumn. The Indiana technicians will be forming their own IATSE broadcast Local.

Director England reported on behalf of Representative John Culleeny about various other organizing efforts of the Department. It was specifically reported that Representative Culleeny and the Department's efforts have recently involved soccer productions of Broadcast Service Group (BSG), a full service production company; Windfall Productions in Eugene, Oregon; and HBO boxing and Belmonte Productions in Los Angeles. It was noted that the Department's efforts have increased membership and generated goodwill among the local unions.

*Big Ten Network*

Negotiations for an overall contract covering technicians working for the Big Ten Network in Wisconsin and Minnesota are very close to completion. Issues related to the new right-to-work law in Wisconsin slowed the process. These issues have been largely resolved. The employer is offering a new wage proposal, which will be reviewed by the committee and sent to the membership for ratification shortly.

*PAC-12*

Broadcast Department representatives continue to communicate with technicians working for the Pac-12 Networks. The Networks airs little or no programing during the summer months, but the Department expects to be back out in force in the fall. The IA will not give up as long as technicians working for Pac-12 Networks are not fairly compensated and receiving meaningful benefits for their work.

*San Francisco Bay Area Safety Summit*

It was reported that over the past several years, news crews in the San Francisco Bay area have been faced with a security crisis. Director England has been in discussions with Local 600 Business Representative David Tweedel concerning the problem. In the Bay Area over the last three years, there have been numerous incidents when news camera operators have been held up at gunpoint and had their equipment stolen. Local 600 is helping to assemble a safety summit to establish uniform safety standards for news crews.

President Loeb thanked those reporting and commended the Department on its work. He noted the broad expanse of the Department's operations, with upwards of thirteen separate local unions addressed in the report.

"IATSE Canadian Affairs Department"

## IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice Presidents John Lewis and Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Peter DaPrato and Jason Vergnano, Canadian Office Operations Manager Krista Hurdon, Canadian Legal Counsel Ernie Schirru, District 11 representative Grizz Salzi of Local 669, and District 12 representative Scott Greason of Local 580 reported to the Board on Canadian matters since the last General Executive Board meeting in Charlotte, North Carolina (not covered in separate reports).

Vice President Lewis confirmed that Canadian representatives and staff have been very busy working on a multitude of assignments ranging from organizing to collective bargaining and activism. By way of illustration, since the last General Executive Board Meeting, the Canadian Office has been involved in some capacity with twenty-three organizing campaigns. In addition, the Canadian International Representatives have been assisting Locals in thirty-five separate contract negotiations. A summary of activities is as follows.

*Local 56 Montreal - Stage*

Local 56 continues its impressive efforts in organizing and continues to reap the benefits of targeting smaller houses and younger technicians. On January 29, 2015, Local 56 filed an application for certification to represent stage hands working at the Salle Pauline Julien in the West Island of Montreal. After some discussion about the employee list, the employer decided not to contest the application and the certification was awarded on March 17, 2015. The Local and its new members are preparing to negotiate a first collective agreement. Representative Vergnano will be assisting the Local.

*Local 863 Montreal – Wardrobe, Hair, Make-Up*

In June 2015, Representative Vergnano met with Locals 56 (Stage), 262 (Operators) and 863 (originally only Wardrobe) to discuss improving the inter-Local lines of communication with a view to establishing a Joint Organizing Group with a strategic plan for organizing. This meeting came on the heels of Local 863 recently expanding its jurisdiction from only Wardrobe to also include Hair and Make-up employees working in legitimate theatre in Montreal. The efforts of this Joint Organizing Group, supported by an organizer hired by the International and International's Defense Fund, has already produced results.

*Local 262 Montreal – Operators*

In June 2015, Local 262 filed an application for certification for ushers working at the Theatre Lionel Groulx. The matter is before the Quebec Labour Board but the Local is very confident the application will be successful. Also in June 2015, Local 863 filed its first multi-craft application for certification for the wardrobe, hair and make-up workers at the Theatre Vieux Terrebonne, a recently certified venue in first contract negotiations with Local 56. The matter is also currently before the Quebec Labour Board.

Local 262 has continued in its protracted battle with Cineplex Canada, the largest operator of movie theatres in the country. Negotiations for first collective agreements for recently organized front of house bargaining units at the Ste-Foy Theatre located in Quebec City and Colossus Theatre in Laval Quebec have been confrontational and have proceeded from conciliation to first contract arbitration. There have been four hearing dates in front of the arbitrator with a potential for nine additional dates lasting until February of 2016. The International continues to assist the Local in these negotiations.

*Local 58 Toronto - Stage*

Local 58 continues its practice of organizing new venues and settling first collective agreements. In April 2015, Local 58 was able to secure a first collective agreement for the Young People's Theatre following its certification as bargaining agent for stage hands in June 2014. On February 4, 2015, Local 58 was certified as bargaining agent for stage hands employed by Artscape following the commencement of initial litigation where Artscape aggressively opposed the application. The Local is now in the process of negotiating a first collective agreement.

Toronto and neighbouring municipalities are hosting the Pan Am Games which run from July 10 to 26 along with the Para Pan Am Games running from August 7 to 15. There are 6,135 athletes representing 41 countries making it the largest multi-sport event hosted in Canada in terms of athletes competing, and is the world's third largest international multi-sport Games; surpassed in size and scope only by the Olympic Summer Games and the Asian Games.

Three venues are being used extensively during the Games. A breakdown of the work being performed by Local 58 is as follows:

GM Centre which is a Global Spectrum venue in Oshawa:

280 Shifts

2565 Hours

$107,738 gross wages

Mattamy Centre [MLG] another Global Spectrum venue:

194 Shifts

1637 Hours

$68,745 gross wages

Exhibition Place is the Games' primary venue and is also the home to the International Broadcast Centre and features a number of entertainment stages:

2257 Shifts

21,409 Hours

$1,070,450 gross wages

These figures do not include the forthcoming work associated with the Para Pan Am Games being held in August. To meet its crewing requirements, Local 58 accredited 500 members, sister Local members and permits so they would be allowed to work at the various events.

*Local 129 Hamilton/Brantford – Stage*

After a brief organizing effort, Local 129, with the assistance of the International, filed an application for certification to represent employees working at FFP Laser Systems. FFP Lasers is a staging production company specializing in pyrotechnics and laser systems. Following a unanimous vote, the Ontario Labour Relations Board issued certificates of exclusive bargaining rights to Local 129 on March 13, 2015. Representative DaPrato has been assigned to assist the Local in bargaining a first agreement.

*Local 168 Vancouver Island – Stage*

Local 168 has been engaged in ongoing negotiations for the renewal of its collective agreement with the Tidemark Theatre which expired on December 31, 2013. On the verge of a strike vote in November 2014, the parties agreed to mediation through the BC Labour Relations Board. One day of mediation was held on January 12, 2015 and a three year agreement was reached which was subsequently ratified in February 2015. Highlights include a $1.00/hour increase retroactive to January 1, 2014, wage increases of 2%, 2% and 2.25%, retirement contributions increased by

1%, and the inclusion of the Front of House Supervisor position into the agreement.

*Local 210 Edmonton - Stage*

Local 210 engaged in a successful organizing campaign of the stage crew working at the Bailey Theatre in Camrose, Alberta, a century-old vaudeville house that underwent extensive renovations and is now a state-of-the-art 396-seat multi-function facility. The campaign resulted in the filing of an application for certification in February 2015. Although the application was bitterly contested by the Theatre, the Local won every legal challenge and subsequently unanimously won the representation vote of the house crew. In March 2015, the Alberta Labour Relations Board certified Local 210 as the bargaining agent for all theatre technicians working at the Bailey Theatre. Since then, the Local continues in its efforts to negotiate a first collective agreement with the Theatre and is contemplating filing 'bargaining in bad faith' charges. The International Defense Fund is providing assistance and the International is also assisting in bargaining.

*CRTC "Let's Talk TV" Consultations*

In October 2013, the Canadian Radio-Television and Telecommunications Commission, which is the Canadian equivalent of the FCC, launched "Let's Talk TV: A Conversation with Canadians." The consultation took place in phases and requested input from Canadians on the future of Canadian television and how it can be adapted to evolving technologies and viewing habits. The IATSE worked with an industry group to formulate ideas and concerns for submission. In addition to industry stakeholders, the CRTC received more than 13,000 comments from Canadians.

Two decisions released in March 2015 will have a major impact on the domestic industry in Canada for years to come as the CRTC has eliminated some of the Canadian content air-time quotas that helped the domestic industry grow and flourish. Highlights of these decisions include:

- For specialty channels, the overall requirement for Canadian content is 35 per cent and they are no longer restricted to content in their genre.

- For network channels, the daytime requirement is eliminated, but the prime-time requirement remains at 50 per cent Canadian content. A pilot program will recognize as Canadian content live-action drama and comedy productions based on the adaptation of bestselling novels written by Canadian authors.

- A second pilot will allow productions with a budget of at least $2 million per hour with one Canadian producer, one Canadian performer and a Canadian screenwriter to be considered as Canadian content.

Productions that previously would have been considered as U.S. may now be labelled Canadian. Examples referred to in the decision include *Beauty and the Beast* (CBS) and *Reign* (CBS). These changes coupled with the reduced content requirements have sent a chill throughout the domestic production industry, the full scope of which is yet to be seen.

*Electrical Committee*

During the Canadian off-year Conventions of Districts 11 and 12, the IA's Canadian Office was approached by Electric Department members from IATSE Locals 891 and 873. They expressed some concerns regarding possible changes being made to the Canadian Electrical Code. The International was informed that some IATSE local unions have been recommending changes to their Provincial Electrical Codes. If these changes are adopted federally as part of the Canadian Electric Code, they could adversely affect a Local in another province (because of differing climates, local legislation, etc.), should any province decide to adopt the federal changes. In the circumstances, and pursuant to President Loeb's direction, Representative DaPrato established a National Electrical Committee consisting of representatives from all affected Canadian Locals with a mandate to discuss and disseminate information regarding changes to provincial and federal Electrical Codes and/or best practices. The first national meeting took place on June 7, 2015 and was attended by a cross-section of local unions from different crafts and regions. Initial feedback has been very positive and additional meetings are scheduled to be held in the future.

*CEIRP Update*

Canadian Entertainment Industry Retirement Fund continues to enjoy success. Highlights of recent accomplishments achieved by the Plan include the following:

1. The Plan recently surpassed $300 million in assets with 15,642 participating members. Investment managers' fees have been renegotiated in anticipation of hitting $300 million in assets. Effective May 15, 2015, management fees were reduced by as much as 9.3%.

2. In January 2015, the Plan conducted its first membership survey and received approximately 900 responses. Of those responding, over 72% indicated they were pleased with the Plan.

3. On February 2, 2015 and with the substantial support from the Marketing Department of Great West Life, the Plan was rebranded and all marketing and communication was consolidated, including the Plan's website, quarterly newsletters and annual stakeholder reports.

4. Videos providing education about the Plan have now been produced and will be emailed to participants three to four times a year.

5. The Plan continues to grow. On March 1, 2015, the employees of Actsafe BC became participants in the Plan. The Actsafe Safety Association is a British Columbia not-for-profit society that serves as an industry-wide body for health and safety in arts and entertainment production.

*Social Media*

Both Canadian Twitter & Facebook accounts continue to show steady growth. The Canadian IATSE Twitter account (@iatsecanada) has grown to over 1,550 followers, and the Canadian IATSE Facebook account now sits at over 2,500 likes.

The Facebook campaign relating to the lock-out of Halifax Local 849 by commercial producer Egg Films was recently initiated. Other key social media campaigns include #everyplatefull, #iatsecares both of which were connected to the Foodbank Canada Drive which is the subject of a separate report to the Board. The IATSE intends to use #iatsecares for other activism events in the future.

*IATSE Canada Health Plan Update*

The Canada Health Plan continues to enjoy success. Highlights of recent accomplishments achieved by the Plan include the renewal for the nineteen participating Locals, two staff plans and one employer group with an overall increase of only 0.7% for the Plan. It was noted that non-claims cost levels once again remain unchanged which has allowed more premiums to be allocated to paying claims. By working together, the Plan provides better benefits to IATSE members at lower rates. On July 1, 2015 Local 56 joined the Plan and the staff of Local 669 will be joining the Plan on August 1, 2015.

*Canadian Office*

The IATSE Canadian Office is currently located on St. Joseph Street, in Toronto, Ontario, a building owned by the IATSE. The first two floors continue to be rented to Enerlife Consulting as well as an additional office for CEIRP. Annual rental income is approximately $42,000. In December of 2014, the third floor was renovated to allow for a spare office and the installation of a new boardroom table. In preparation for video conferencing equipment, a properly ventilated computer room for a server, router and wireless equipment was created. In May of 2015, the installation of video conferencing equipment took place. In addition, the installation and training of staff and tenants on new AED also took place. In June of 2015, fibre optic Ethernet was installed to accommodate the needs of the Canadian Office including extra bandwidth for the video conferencing which increased the Office's upload capacity by 50 times.

*Other Department Outreach*
*And Activism Work*

The IATSE is now affiliated with the Congress of Union Retirees of Canada (CURC) and is represented by Representative Barny Haines. It was founded in 1993 to bring union retirees together. It is chartered as an affiliate of the Canadian Labour Congress (CLC) and works closely with the CLC, provincial federations of labour, and local labour bodies. The CURC is very active in campaigns to maintain postal delivery, and the fight against Bill C-377. CURC recently held its 12th Constitutional Convention and Assistant to the President McGuire represented the IATSE.

Representatives, staff and local union officers have attended thirty-seven rallies, picket lines or demonstrations on issues ranging from raising the minimum wage to supporting public healthcare. IATSE Canada has lit virtual candles for murdered indigenous women and have used social media to inform members of boycotts such as the "Buy a Bottle, Not a Can" beer boycott in support of striking Steelworkers. Special recognition goes out to Local 58 whose members showed up every Wednesday morning at 8:00 a.m. for ten weeks to support a group of Steelworkers who had been locked out by Crown Holdings for twenty-six months. A settlement was finally reached in July 2015. Upon reaching this agreement, both the Steelworkers and the Toronto Labour Council singled out the efforts of Local 58 in supporting the strike.

Last year the City of Toronto hosted World Pride, the first time a North American city hosted the event. The IATSE walked with the CLC in the Pride Parade and had in excess of sixty members attending. This led to a broader discussion on becoming more active in supporting diversity efforts. To this end, President

Loeb appointed Chandra-Li Paul, a member of Local 411, to represent the IATSE on the CLC Solidarity and Pride Committee. The IATSE is also currently seeking to have a presence at three Pride events each year in locations around the Country. In 2015, IATSE Canada will be marching alongside our local members in Toronto, Halifax and Vancouver.

IATSE "Why Unions Matter" Canadian Initiative - Representative DaPrato has been organizing and scheduling various presentations of the Canadian version of "Why Unions Matter." Since the last General Executive Board Meeting, presentations were made in Toronto, Campbell River BC, Victoria and Vancouver. Plans are underway for future presentations in Atlantic Canada and the Prairie provinces. The Canadian Office is also seeking a quote to translate the presentation into French so that it can presented to IATSE members in Quebec.

President Loeb congratulated the Canadian Office and Canadian Locals for their continued hard work in representing IATSE members in Canada. President Loeb commented that the recent organizing successes across Canada, particularly in stage, are commendable.

PRESIDENT LOEB: Microphone 7.

DELEGATE DENNIS GATES, Local 762: I'm sorry, Mr. President, I would like –

PRESIDENT LOEB: You going to speak on the last item?

DELEGATE GATES: Yes.

PRESIDENT LOEB: Go ahead.

DELEGATE GATES: I am Dennis Gates from Local 762 in Chicago. I would like to thank President Loeb and I would like to thank the Broadcast Department for all the hard work they did on our contract with Program Productions.

Program Productions inherited our contract from a previous employer that went out of business. Our members were very nervous about the transition. But thanks to Sandy England, Steve Belsky, Fran O'Hern, we now have a very workable contract, and I'd just like to thank them.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Legal Affairs" (Gavel)

## IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, Associate Counsel Adrian D. Healy, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

The report first referenced several National Labor Relations Board (NLRB) developments. As previously reported, the NLRB recently promulgated new rules in representation cases, which became effective on April 14, 2015. The new rules are designed to accelerate the election process so employees may more quickly determine a choice of representative. Under the new rules, elections are occurring as early as twenty-one from the date a petition is filed. In comparison, under the former rules the standard was forty-two days or more.

Legislation was introduced in Congress calling for disapproval of the new rules. The vote on that legislation passed along party lines, but was vetoed by President Obama. The U.S. Chamber of Commerce also filed a lawsuit in federal court in Washington, DC attempting to stop the NLRB's application of the new rules, contending they are unconstitutional. The court upheld the NLRB's rules on July 29, 2015.

The status of the NLRB case involving the IATSE and Crew One was also noted. As previously reported to the Board, the IA won an NLRB election to represent Crew One's stage workers. Crew One nonetheless refused to bargain, prompting the Union to file unfair labor practice charges. The charges went to the NLRB in Washington DC, which decided in favor of the Union on January 30, 2015. The case is now pending before a federal appeals court where the NLRB has sought enforcement of the January 30 ruling while Crew One seeks to overturn that decision. It was noted that the delays stemming from the Crew One case emphasize the need and validity of the NLRB's new election rules.

Two other significant recent NLRB actions were noted. In one case, Buckeye Florida Corporation, the NLRB dismissed its previous call to submit briefs on whether unions can collect fair share fees from non-members when there is no union-security clause in a collective bargaining agreement. In dismissing the call for briefing the Board has implicitly affirmed its prior rulings, which generally hold that a union cannot charge a non-member a grievance processing fee. In another

case, Miller & Anderson, Inc., the NLRB invited briefs to be submitted on whether combined bargaining units of permanent and temporary employees can be established without requiring both employers to consent. The Board has been asked to decide whether it should return to its former law on this topic, which allowed unions to organize permanent employees or temporary employees or both into a single unit and neither employer could disallow such a petition. It was noted that the IA intends to submit an amicus brief to the Board in that case, which could have important consequences in future organizing.

Three recent actions by the U.S. Department of Labor (DOL) were noted. First, it was reported that in mid-July 2015 the Department of Labor issued a lengthy interpretive memo about the standards used to identify employees who are misclassified as independent contractors. This was a notable development since misclassification is a significant problem among unrepresented workers in many of the IA's industries.

Second, it was noted that the DOL issued a proposal in early July 2015 to expand overtime pay eligibility for salaried workers who are currently considered exempt under the federal wage and hour law. Some salaried workers are now exempt from overtime pay requirements if their job involves certain responsibilities and they earn more than $455 per week. The proposed changes would increase the salary threshold. Employees would have to earn over $970 per week to be exempt. Certain motion picture production employees are separately addressed in the DOL's regulations. Under the DOL's proposed rules, in order to qualify as exempt from overtime, those individuals would have to earn approximately $1,400 per week, up from $695 per week currently.

Third, the DOL has proposed that it become mandatory for local unions to file LM–3 and LM–4 reporting forms electronically. Currently, local unions are permitted to print out the completed forms and mail them to the DOL or submit them electronically through the DOL's web-based filing system. The proposed changes—which have not been implemented—would eliminate the mail-in option unless a Local is facing a hardship that does not allow electronic filing.

The report also noted several labor and employment law cases that the U.S. Supreme Court will likely address during its next term. One case was specifically noted, which involves employees exempt from overtime pay requirements. Another case (arising in the media and entertainment industries) asks whether interns should be treated as employees and covered by federal wage and hour laws. The Court will also hear a case attacking the constitutionality of mandatory union fees for public sector unions. That case could have grave repercussions and potentially overturn thirty-five years of established law.

Counsel Schirru reported on an important 2015 decision by the Supreme Court of Canada (SCC) in Saskatchewan Federation of Labour v. Saskatchewan. At stake in that case was the Federation's challenge to the Province's enactment of two 2008 statutes. The first took away the right to strike for essential service workers. The second did away with card-based certification, introduced further changes that made workplace certifications more difficult to achieve, and made the ability to terminate a union's bargaining rights much easier.

Counsel Schirru explained that the SCC's ruling could be viewed as a split decision. The Court upheld the Province's anti-union amendments despite clear empirical evidence that the types of legislative changes the Province had enacted significantly reduced the likelihood of workplace organization. However, the Court rejected the Province's limitation on the right to strike. In doing so, it declared that the Canadian Charter of Rights and Freedoms constitutionally protects a union's right to strike when an impasse is reached in the collective bargaining process. Counsel Schirru remarked that the SCC's decision, which stated the following, could present a big change for the labor movement in Canada: "The ability to strike thereby allows workers, through collective action, to refuse to work under imposed terms and conditions. This collective action at the moment of impasse is an affirmation of the dignity and autonomy of employees in their working lives."

It was noted that the SCC's decision breathes new life into the labour movement by recognizing that the freedom of association extends to include the right to meaningful collective bargaining and the right to strike. This decision may eventually put an end to legislation that strips unions of the single most important tool they can wield at the bargaining table. The SCC's approach to legal issues facing organized labor, as reflected in this decision, are cause to be optimistic.

The report also noted two lawsuits in U.S. federal courts in which the International was named as a party. The first, which was mentioned during the Board's last meeting, was filed by a former member of Local 21. The second was filed by a former member of Local 2 and is currently pending in federal court in Chicago. The International is being represented by Spivak

Lipton in both cases. The Board was also reminded that the International was sued by various plaintiffs in connection with a stage collapse at a concert given by the band Sugarland at the Indiana State Fair Grounds in August 2011. The International did not have any contracts at the event, but was sued anyway. The insurance carrier assumed all defense costs. The case settled in January and the International has been released from all claims associated the accident.

It was reported that in February 2015, General Counsel Dulaney and West Coast Counsel Varga attended a two-day seminar sponsored by the AFL-CIO addressing employer bankruptcies and union responses. The presenters were experts in bankruptcy practice and included financial consultants, professors, analysts and strategists. Counsels Dulaney and Varga noted the thoughtful, tactical discussion engaged in by participants and presenters. They expressed their appreciation to President Loeb for assigning them to this extremely useful workshop.

On behalf of the Board, President Loeb thanked the Legal Department for its report and noted that it was useful to hear these updates.

"IATSE National Benefit Funds" (Gavel)

## IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla and William E. Gearns, Jr., International Trustee Patricia White, and Special Representative Ron Kutak presented to the Board a report on the IATSE National Benefit Funds.

As has been reported at past General Executive Board meetings, the National Benefit Funds continue to have consistent growth in employer contribution income. During the first five months of 2015 there was an explosion of growth with a 21.88% increase in receipts compared to the same time period in 2014 and that comparative period was 6.32% higher than the previous year. As of May 31, 2015, the total net assets of the Funds have reached approximately $1.3 billion, which represents an increase of almost 110% from December 31, 2009 when the net assets of the Funds stood at only $608 million.

The IATSE National Health and Welfare Fund now provides health coverage to 38,700 lives in its seven different options, which is an increase of 10% in covered lives since the same time period in 2014. Plan C4, the newest of options under Health & Welfare Fund's Plan C, was introduced on January 1, 2015. It is already providing benefits to more than 1,300 participants. The introduction of this Plan broadens the variety of coverage options, allowing all IATSE workers to find a plan that best fits their needs.

The Funds Office is in the testing stage of programming to enable the processing of medical reimbursement claims at the Funds Office, which will allow a switch from using a third-party administrator for this function. This effort is on target to launch on January 1, 2016 with the expectation of providing more efficient and timely claims processing along with enhanced participant services in comparison to the present system.

The IATSE Annuity Fund, with assets held in individual accounts at MassMutual, has over 65,000 active accounts with retirement account balances. This is an increase of over 8.0% from the same period last year.

The IATSE National Pension Fund provides retirement benefits to 2,650 pensioners. Approximately 18,000 active working members and inactive vested participants will be able to receive valuable monthly lifetime income from the Pension Fund at retirement.

The Funds released a new version of its newsletter, Behind the Scenes, in early July. This innovative edition is easier to read, packed with more informative articles, and continues the efforts of the Funds to bring more information and services to its participants.

As was previously reported, the Fund Office is undergoing extensive renovations in order to facilitate projected future growth. The project is proceeding as expected with very little disruption to the staff and overall office operations. Completion is expected by the end of this year.

Performance in the Funds participant service center has vastly improved. The majority of calls are answered immediately and returned calls are made, for those leaving voice mail messages, within 12-24 hours. This compares to a return call statistic of 48 hours or more two years ago. The dedicated email address and the "Contact Us" feature of the website have provided additional resources for participants to get assistance quickly and efficiently.

International Trustee Patricia White reported on the merger of the Local 764 Welfare Fund into the National Health and Welfare Fund. While the Local 764 Fund has always been a point of pride for the Local, increasing healthcare costs, particularly under the provisions of the Affordable Care Act, have caused

the trustees of the Local 764 Plan to explore merger with the National Health and Welfare Fund. The merger is not yet complete, but throughout the merger process, International Trustee White remarked that she remains thankful for the National Benefit Funds' staff and trustees.

The Funds' redesigned website, www.iatsenbf.org, has proven to be very welcome and an important tool for both participants and local unions. The site has eased the strain on the Funds participant services center and puts real time information at everyone's fingertips. The participant portal is hosting over 12,000 participants. 60 local unions have signed onto their unique portals since the launch in May 2015. The initial launch was delayed for many months. The project involved an immense amount of interaction, design/re-design and effort by Fund personnel, the website developer and the Funds database provider, the end result has been extremely well received by those who are using it.

Anne Zeisler, Executive Director of the National Benefit Funds, appeared before the Board along with Joel Segal, the Funds' Director of Information Technology, and provided a thorough demonstration of the redesigned website and its in-depth functions.

The goal was to bring a personalized toolkit with information available on multiple devices (laptops, tablets, and smartphones), 24 hours per day, and seven days per week. The Funds' staff worked with outside software and web design companies on site development for close to two years. It was reported that the project remained on budget and the original contract for the project will be satisfied later this summer with the launch of the employers' portal.

A walk-through of the secure participants' portal demonstrated that individuals can access eligibility data, work history, and beneficiary data. Documents can be uploaded and specific materials that the Funds office has on file can be viewed. Health and Welfare Plan C Capp account balances are available and payments for premiums can be made online. The Funds office can now receive inquiries from participants via the site and send emails with quick responses. The site has received extremely positive feedback from participants.

An overview of the local unions' portal was also provided. Local union administrators are able to view secure, detailed information on employer payments. Among other things, users can search for specific employers, productions or venues and create customized reports on that data. Local unions can also search through a summary view of the contracts on file at the Funds office.

The employer portal, which will be launched later in the summer of 2015 will allow smaller contributing employers to report online, make payments on the site, view payment history and view or pay delinquencies.

Executive Director Zeisler thanked General Secretary-Treasurer Wood for his guidance as well as the following officials of their respective locals who helped with testing and pre-launch feedback: Cecilia Friederichs of USA829, Chandra Miller of Local 478, Brian Munroe of Local 74, and Chris O'Donnell of Local 481. It was reported that the site has been a valuable tool in increasing user satisfaction. The goal of the Funds Office is to continue to ensure quality for participants at a reasonable cost.

"IATSE-PAC Report" (Gavel)

## IATSE-PAC REPORT

International Vice Presidents Walter Cahill, Craig Carlson, Thom Davis, Tony DePaulo, and John Ford, Assistant to the President Deborah A. Reid, and West Coast Counsel James G. Varga reported on the current status and activities of the IATSE-PAC. Since January 1, 2015 the IATSE-PAC has received $55,000 in contributions from IATSE members in the United States.

*Fast Track*

At the request of President Loeb, the IATSE-PAC Committee agreed to join in solidarity with all AFL-CIO affiliates and freeze our PAC funds since the February meeting of the AFL-CIO Executive Council meeting as part of the Stop Fast Track campaign. Since the moratorium was lifted in late June the IATSE-PAC has started to make contributions again, however, the members of the House and Senate who voted in favor for Fast Track are NOT receiving contributions.

*PAC Services*

In a follow up to the report at the last Board meeting when it was reported that a substantial amount of the PAC administration is now performed by PAC Services. All of the reporting requirements – including monthly reports to the FEC for both the IATSE-PAC and the Federal Speech PAC (Super-PAC), as well as all state reporting requirements where the State PAC is registered )currently New York, California, and Illinois). When voluntary contributions are received for the IATSE-PAC at the General Office, as well as when the Committee authorizes contributions (or disbursements), all that information is being forwarded to PAC Services to be recorded in their system.

It is important to note that FEC regulations have a cap on the dollar amount an individual is permitted to contribute per year, and when an individual has contributed over $200.00, our monthly FEC reports must show them under itemized receipts. The maximum any one individual may contribute annually is $5,000.00

The system that PAC Services uses to both record and track contributions and to generate our compliance reports is pre-populated with our membership data.

In order for PAC Services to track the cumulative contributions made by any one individual, in compliance with FEC reporting requirements, each contributor must have a unique ID number. All members in the IATSE database are automatically assigned an ID number as a matter of course. That is the number that is being used as an alternative to using Social Security numbers as means of protecting members' personal information.

Since some members belong to more than one local union there is a different ID # assigned to that individual for each Local that they belong to. Therefore, to be sure that contributions are properly attributed to each individual member, when making contributions to the IATSE-PAC, members must select one local union as their primary Local for ALL contributions. Again, this is important so that all FEC requirements are complied with. This primary Local is simply for tracking PAC contributions only, and does not impact membership or jurisdiction. When completing a PAC form, individuals are asked to always use their primary Local number.

PAC Services will also be administering the Contribution page of the IATSE website and it is expected that a contributor will see the new Contribution page in the very near future. When entering that section of the website a user will be asked to login by entering certain data before a contribution can be made. They will then see their profile which will include their name, address, and Local number. They will also be able to edit their profile and when opening the editable section, this will show their occupation and employer as well.

Online credit card contributors will be able to use their own PayPal account, or they may enter their credit card information to make a contribution which is then credited to the IATSE-PAC bank account.

All contributors – regardless of whether the make contributions by credit card (recurring or one-time), check, or cash, will be able to see the cumulative amount they have contributed since the beginning of the calendar year.

During many of the political reports, about the need for increased voter registration is discussed and the need to see greater voter turnout among our membership. A new feature has been added on the member's Profile page that will allow the user to click on a Voter Registration link which will take them directly to the voter registration page of the State in which they reside based on their zip code.

It was noted that New Jersey Local 21 held an event and raffle to raise funds for the IATSE-PAC. President Mike Stas of Local 21 personally presented a check to President Loeb at this Board meeting in the amount of the $4,000 resulting from the Local's fund raising efforts.

In conclusion, it was stressed how important it is that the IATSE participate in the political process, and to support those members of Congress who fight to protect the rights of IATSE membership.

"Tradeshow Participation" (Gavel)

## TRADESHOW PARTICIPATION

International Vice President William E. Gearns, Jr., along with International Representative Mark Kiracofe and Assistant to the President Sean McGuire reported on the various tradeshows at which the IA has exhibited at since January 2015.

The IATSE has participated alongside exhibitors showcasing the latest technologies and techniques, leading manufacturers, dealers, and production companies at the following events: PLASA Focus in Orlando in February 2015; Exhibitor in Las Vegas in March 2015; USITT in Cincinnati, also in March 2015; PLASA Focus in Kansas City in May 2015; and InfoComm in Orlando in June 2015.

It was also noted that the IA will exhibit at the following upcoming tradeshows: Siggraph 2015 in Los Angeles in August 2015; LDI in Las Vegas in October 2015; and Expo Expo in Baltimore in December 2015.

Tens of thousands of individuals participate in these events and the IATSE booth is generally well attended by visiting members and others interested in the advantages of union affiliation. The events also give the IA an opportunity to display valuable demonstrations and its many skilled crafts.

President Loeb thanked those reporting and noted that by participating in these events, the IA is building relationships with people within its industries. He emphasized the importance of letting the entertainment and exhibition industries know more about who we are and the skills we offer.

"IATSE Women's Committee"

## IATSE WOMEN'S COMMITTEE

International Trustee Patricia A. White, Broadcast Department Director Sandra England, International Representative Joanne Sanders, Local 700 Western Region Executive Director Cathy Repola, Local 11 Business Agent Colleen Glynn, Local USA829 National Business Agent Cecilia Friederichs, Local 891 Vice President Dusty Kelly, and Local 26 Business Agent Stasia Savage appeared before the Board to report on the IATSE Women's Committee (IWC), which was established by President Loeb on June 4, 2015. President Loeb appointed Sister Repola to chair the Committee.

Sister Repola reported that since her appointment, the first order of business was to structure the IWC and she established four subcommittees: Steering, which she chairs; Community Outreach and Activism, chaired by Sister Glynn; Dinner and Networking, chaired by Sister Kelly; Education and Training, chaired by Sister Friederichs. Sister Glynn reported that the Community Outreach and Activism subcommittee will identify issues for women to engage in starting with the "Spread the Word" campaign which focuses on women's heart health. This campaign was established by the Coalition of Labor Union Women (CLUW), a community partner of the AFL-CIO. Sister Friederichs advised that the education subcommittee will begin by establishing a mentor-protégé program so that successful women in crafts or in union leadership can support, guide and advise others. Specifically, the subcommittee will look to create learning opportunities for members. Sister Kelly reported that the semi-annual women's dinners held during the week of the General Executive Board meetings have long provided an opportunity for women to network, share ideas, and get together socially. She advised that future dinners will link education, training and activism. In that vein, she stated that while attending the Halifax dinner during this Board meeting, the women would raise a toast to International Trustee C. Faye Harper who was named the Atlanta Labor Leader of the Year. Sisters Patricia White, Sandra England, Joanne Sanders and Stasia Savage serve as Co-Chairpersons on the various subcommittees. In addition to those reporting, nineteen other women have also volunteered to participate on the subcommittees. Sister Repola advised that there will be regular communication amongst the subcommittees and information will be circulated to members throughout the United States and Canada.

President Loeb stated that there is no IATSE without the women of the IATSE. He observed that there are a number of remarkable women of the IATSE. He noted that he chose Sister Repola to lead the IWC because of her energy and commitment to issues impacting women and he trusts that she will lead this Committee honorably and capably. He remarked that the four standing committees are all in keeping with the goals of the International. He instructed Sister Repola and the subcommittee chairwomen to be prepared to report at every Board meeting and to have programs and dinners at the District Level for the Local representatives who are unable to attend the Board meetings. President Loeb stated that the IATSE Women's Committee will be supported by the International and he looks forward to great things from the IWC.

PRESIDENT LOEB: Microphone 2.

VICE PRESIDENT GLYNN: Mr. President, Colleen Glynn, International Vice President.

DELEGATE CECILIA FRIEDERICHS, Local USA829: Cecilia Friederichs, USA829.

DELEGATE DUSTY KELLY, Local 891: Dusty Kelly, 891.

DELEGATE CATHERINE REPOLA, Local 700: Mr. President, I'm Cathy Repola, Local 700, and Chair of the IATSE's Women's Committee. We must express the gratitude of the IATSE's Women's Committee. The creation of this committee has uplifted the IA women in a way that we hope became evident during and since our inaugural event this past Sunday. We had an inkling that our work was making a difference but – and I know I speak on behalf of the three women standing here with me when I say this. The outpouring of support and enthusiasm from hundreds of men and women who attended the event have, quite frankly, overwhelmed us.

Your having formed the committee has made this labor organization a more complete and more inclusive body. It has created a deeper sense of community. It has given us a safe place to speak about issues important to women, and has provided an infrastructure for us to lift one another up. Your support has been extraordinary, and for that we all thank you.

*(Standing ovation)*

PRESIDENT LOEB: Thank you. Thank you very much. And it goes without saying, there just is no IATSE without the women of the IATSE.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"IATSE Young Workers" (Gavel)

## IATSE YOUNG WORKERS

Assistant Stagecraft Department Director Joe Hartnett, Communications Department Director Emily Tao, International Representative Jason Vergnano, and Brother Paul Kent of Local 22 reported on the activities of the IATSE Young Workers Committee since the Board's last meeting. It is noted that Assistant Director Hartnett and Director Tao serve as Co-Chairs of the IATSE Young Workers Committee. The report covered the outcome of activism goals set by 2014 Young Worker Conference attendees, a young worker how-to guide, plans for a 2016 Young Workers Conference and several other Committee activities.

It was reported that Representative Vergnano was appointed to the Young Workers Committee in late January. Jason now serves as the liaison for the Canadian young workers and has been in contact with the Canadian Labour Council young worker representative. President Loeb also appointed Communications Outreach Coordinator Molly Katchpole to the Committee and she has been instrumental in much of the Committee's work.

The Committee reported on outcomes from the 2014 Young Workers Conference. Attendees of the Conference were asked to set and accomplish activism goals for their local union, for the labor movement generally, and for their community. The Committee checked in with conference attendees on those activism goals every three months. Of all 2014 conference attendees, 56.5% reported that they had been active in some form. The Committee was pleased that over half of the attendees reported their activism, but the Committee will seek to raise the response rate in the future. The Committee plans to institute a policy requiring previous attendees of a Young Workers Conference to have been active in some form in order to be eligible to attend future conferences.

Activism among the 2014 attendees was largely centered on forming committees within their local unions and assisting their Locals in union administration. It was also noted that at least two organizing campaigns were undertaken. Many young workers have also become job site stewards or representatives. Several have run for local union office, and one member has even run for local political office and won. With these results in mind, the Committee reported that it was optimistic that younger members of the Alliance are willing to become active and take on new challenges.

The IA Young Workers Committee has begun planning for the next Young Workers Conference. The location is yet to be determined, but it will likely occur in May 2016. Similar to the last conference, attendance will be limited to approximately 100 attendees (no more than two from each IA Local).

It was reported that the Committee has published a Young Worker Group How-To Guide designed for those committed to advancing the labor movement. It is modeled after the AFL-CIO Next Up Toolkit, and tailored for IATSE local union members. It introduces the IATSE Young Workers Committee, provides the history and structure of the Alliance, addresses young workers' groups at the local union level, and offers recommendations for young worker goals and activities. Specific ideas for activism are also included, ranging from community and charity events to assisting with publicity for local unions. The Young Worker Group How-To Guide is now available on the IATSE website and will be sent to the young workers email list in August 2015. Department Director Tao thanked Molly Katchpole for her work on researching and assembling the Young Worker Group How-To Guide.

Since March 2015, the Young Workers Committee has emailed monthly activism tips to the young workers' email list. These tips are intended as a starting point for young workers to get involved in their local union, community, or workplace. The emails have been widely read and well received.

It was reported that Emily Tao and Molly Katchpole attended the Young Member Forum of the Broadcasting, Entertainment, Cinematograph and Theatre Union ("BECTU"), in Eastbourne, England in May 2015. They met with young leaders of BECTU to discuss past events and future initiatives of the IA's and BECTU's respective young worker groups.

Representatives of the IATSE Young Workers Committee also attended the AFL-CIO Next Up Young Worker Summit held March 19-22, 2015 in Chicago. The conference focused on building young worker power and offered many valuable networking opportunities for over 1,000 active young union members. Attendees also assembled for several protests, rallies, and actions in Chicago. It was reported that eighteen IATSE members representing eight local unions and two IATSE officers attended the Summit. As previously

reported to the Board, Local 22 member Paul Kent represents the IATSE on the AFL-CIO Young Workers Advisory Council (YWAC). Paul played a large role in making the Summit run smoothly, and led three hundred people in a "Fight for $15" rally on Saturday, March 21st. Paul supported the organizers of the Summit and was commended for representing the IATSE on the AFL-CIO YWAC.

President Loeb thanked the Committee for its commitment and continued work. He noted that he has periodically met with the Committee's Co-Chairs Hartnett and Tao to discuss how to move forward. He emphasized that the conferences are big events and the IA is happy to sponsor them. But it is crucial for Young Workers' events to produce results. The goal is for younger people to become active. He concluded by again noting how impressive the outcomes have been thus far especially since the Committee is only three years old.

"lynda.com"

## LYNDA.COM

International Trustee and Director of Education and Training Patricia White reported that on September 1, 2015 the Education and Training Department will begin to offer an exciting new online learning tool. Through a partnership between the IATSE and lynda.com, IATSE officers, members and staff who enroll will have access to lynda.com, a leading online educator with an extensive video library targeting the latest software, creative, and business skills via high-quality, current, and engaging instructional videos taught by recognized experts and working professionals.

The IATSE has contracted with lynda.com to provide discounted annual memberships to make available unlimited access to their catalog of more than 2,500 instructional videos. This membership normally retails for as much as $375 per year, but IATSE members and local leaders can purchase individual premium annual memberships that will run from September 1, 2015 to August 31, 2016, for only $20 each. This program is available to all Locals and members throughout the Alliance.

The report included visual examples of subject matter covered on lynda.com that relates directly to our workers such as set design, IT, photography, video, 3D and animation, audio and music, and CAD as well as examples of leadership topics like time management, negotiation, project management, and communication. lynda.com also teaches dozens of applications including Photoshop, After Effects, Illustrator, InDesign, Gmail, Google Calendar, Google Docs, Microsoft Excel, Outlook, PowerPoint, and Word.

A flexible learning environment that is available anytime, anywhere is a particular advantage for our workers with unusual schedules or time between projects. Users of any skill level can take comprehensive courses from start to finish on a desktop device or watch bite size tutorials for immediate problem solving on a mobile device while on the go, all at their own pace. lynda.com is cost effective for workers unable to take time away from a job to pursue more traditional avenues of professional development and continuing education.

Another useful feature of lynda.com is that content for groups of users can be customized by creating and assigning playlists. lynda playlists are similar to iTunes playlists. The report included visual examples of playlists intended to complement the course of study in both the A/V Essentials class and the Officer Institute. Local leaders may wish to create playlists for their own members or a specific craft. Individual users can create personal playlists to organize the courses they wish to complete, or as a way to find videos quickly and easily when solving problems in the workplace.

Enrollment is through the local unions. Each interested Local will designate a lynda.com coordinator to manage lynda.com internally. Promotional materials have been provided in a form that each Local can customize to suit its own membership. Once enrollment forms are received in the General Office, members will receive an email with registration information and a link to set up their lynda.com account on September 1, or within ten business days of receipt of the form, whichever date is later. All subscriptions expire on August 31, 2016. Members enrolled after the September 1 roll-out date will receive a subscription that lasts from the enrollment date to August 31, 2016. This is still a great deal since the normal individual monthly subscription cost is $24.99.

The response to this opportunity has been overwhelmingly positive. Information packets with a letter from President Loeb, enrollment instructions, enrollment forms, and promotional materials were sent to all local unions on July 8, 2015, and many Locals have responded with enthusiasm immediately.

This program is another example of the IATSE's commitment to lifelong learning and promotes professional and leadership development across all levels of the IATSE for a stronger more powerful organization.

More information about lynda.com is available on the IATSE website at: http://iatse.net/member-education/iatse-and-lyndacom

PRESIDENT LOEB: Microphone 2.

DELEGATE KENT JORGENSEN, Local 80: Mr. President, Kent Jorgensen, Local 80. I want to thank you for making this program available to IATSE members. lynda.com is a great opportunity. It provides a very low cost for members to get access to over 2,500 training videos. If anybody is interested in taking advantage of it, they can find details at the IATSE website. Thank you very much.

PRESIDENT LOEB: Thank you, Kent.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Motion Picture Industry Pension and Health Plans (MPIPHP)" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS (MPIPHP)

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other Labor Directors Bruce Doering (600), Tommy Cole (706), Ron Kutak (700), Ed Brown (44), Colleen Donahue (161) and Scott Roth (800) reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

It was reported that the combined value of plan assets as of May 31, 2015, is approximately $8.1 billion. The Pension Plan held $3.3 billion in assets, followed by the IAP with $3.9 billion. The Active and Retiree Health Plans held $829 million and $74 Million, respectively. As of May 31, the MPIPHP investment returns for 2014 were up by approximately 2.8%. The MPIPHP investments are well diversified and continuously shift as the advice of investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that it is prudent to maintain this rate over the long-term for plans such as the MPIPHP.

The combined hours into the MPIPHP in 2014 were eighty-five million. Vice President Miller noted that 2014 was a 53-week year but even so, the MPI averaged 1.6 million hours per week, which is up slightly from 2013. Year-to-date totals through May are consistent with continued growth and the industry is currently very busy. Employer hourly contributions of $302 million through May are up by $12 million from the same period last year.

The Active Health Plan has over 43,000 participants and approximately 95,000 covered lives, with an average annualized cost of over $12,000 per participant. The Retiree Plan consists of 20,000 covered lives with an annualized cost of over $9,000 per participant. The total healthcare spend at the beginning of the year was estimated to be $678 million between the two Plans in 2015. The Plans are currently trending below that through May by $28 million.

The MPIPHP reported that the reserve levels were at 20.4 months in the Active Plan and 10.7 months in the Retiree Plan as of December 31, 2014 and are at 19.4 months and 10.3 months respectively through May 31, 2015.

The MPIPHP has seen significant change in the administration of the Plans since the last report to the Board. The CEO and CFO have left their positions and a search is underway to replace them on a full time basis. Retired MPI Executive Administrative Director Tom Zimmerman and retired CFO Ted Friesen have returned to their previous positions on an interim basis and are assisting the trustees in the transition to new leadership of the MPIPHP.

The Directors of the MPI also reported that recently the Motion Picture and Television Fund (MPTF) Health Clinics are now jointly branded as the UCLA/MPTF Health Clinics. The MPTF's contract with the MPIPHP has been taken over by UCLA and is in the process of being renewed. Since the change, the clinics have undergone significant upgrades in systems, including electronic health records. While this caused a temporary inconvenience for some participants, the enhancements will include a robust patient portal, known as myUCLAhealth, which participants can use to request prescription refills, send messages to doctors and see lab results electronically. This electronic health record is used throughout UCLA Health, thereby improving communication about an individual's health status to all of the UCLA members of their healthcare team. As additional features become available, MPIPHP Participants will also be able to schedule appointments online. The Directors continue to work with MPTF and UCLA on a regular basis. The relationship with UCLA Health may also expand health care opportunities through the UCLA network in the future while also keeping plan costs down.

Vice President Miller also noted that the recent Basic Agreement negotiations concluded with no reductions in benefits in the health plan, no increases in costs to the participants, and no new or increased premiums. On the pension side, existing benefits were continued for current retirees, including continuing the additional checks for people that retired prior to 2009. Those participants receive those additional checks instead of pension increases that individuals who retired after 2009 received. Current participants will receive a 10% pension increase provided there are eight months of reserves in both the Active and Retiree Health Plans as of January 1, 2017. This increase will be retroactive to August 1, 2015. To pay for these pension benefits, the IATSE bargained for an additional $86.4 million in employer contributions into the Pension Plan during the term of the 2015-2018 agreement and $43 million per year after 2018.

"Oregon Shakespeare Festival"

## OREGON SHAKESPEARE FESTIVAL

International Representative Christopher "Radar" Bateman was assigned by President Loeb in July 2014 to follow up on an organizing effort by the workers of the Oregon Shakespeare Festival (OSF) in Ashland, Oregon.

In 1999 the IA supported an organizing drive and lost an election by two votes. It was believed that the company spent $50,000 to oppose that organizing effort, which includes all production employees—the run crew, costume shop, and scene shop.

Representative Bateman made contact with the interested group of workers in mid-August 2014 and held open meetings on Mondays that focused on questions and answers about the IATSE and being part of a union. An organizing committee was formed that included people from all departments. The committee used social media to reach out to additional people continue the discussion and questions. The committee continued its efforts in earnest through October 2014. As word got out, OSF's management began holding mandatory captive audience meeting for production staff.

The festival season ended in late 2014 and during the break between festival seasons, the organizing committee remained intact and committed to forming a union in Ashland. In February 2015, production staff started returning to work for the new season and Sister Delia Mulholland of Wardrobe Local 887 was assigned to assist with addressing the wardrobe, and hair and make-up department. These meetings made it clear that the workers desired greater participation in workplace decisions, and a role in developing efficiencies that make sense for the festival so they could continue to offer their best to OSF.

OSF management continued to hold captive audience meetings and started sending anti-IATSE emails to production staff. The committee continued to promote its campaign on social media and asked the public as well as other IA Locals to participate, showing this isolated community of entertainment professionals that they were not alone.

After six months of activity the organizing team evaluated the circumstances and Representative Bateman, after reviewing recent NLRB decisions, recommended that that the run crew met the criteria for an appropriate unit. He worked with attorney Elizabeth Joffe of McKanna Bishop and Joffe, LLP in Portland, to build the IA's case and establish the run crew as an appropriate unit. The Alliance filed an NLRB petition on April 27 seeking to represent all employees working on the "show run crew," which includes the lighting, video and projections, sound, stage operation, wardrobe, and wig departments.

The employees were notified that the company may not agree with the IA's views and may ask the NLRB to have the vote for representation include all production employees.

OSF objected, alleging that the unit should also include the scene shop and costume shop. An NLRB hearing lasted two days and the employer's aggressive response resonated with the employees. During this time, individuals who did not support the union formed an employee council. The council was supported by OSF and given theater space for meetings as well as company email announcements of the meeting schedule. The employer also resumed captive audience meetings. Meanwhile, the organizing committee started putting together a newsletter and also started producing bulletin board statements to distinguish "rumor versus reality." The organizing team also hosted a Memorial Day picnic inviting the entire company to come support the run crew in their quest for a union contract.

An NLRB decision was issued on May 29, finding the unit of run crew personnel to be appropriate, and setting an election to take place June 10. The organizing team continued the campaign with a focus delivering the right message and showing the workers that when they stand together, the employer will make them a priority.

The Alliance prevailed in the election with a vote of 37 to 25 and was certified as bargaining representative

of the run crew on June 18. It was noted that the employer's human resources department emailed employees offering professional counseling to mend relationships that might have frayed during the campaign.

OSF is asking for a review of the NLRB's decision and the parties await a ruling from the NLRB in Washington, DC. Representative Bateman continues to travel to Ashland to work with a negotiating committee on drafting a proposal to present to the employer.

President Loeb expressed his appreciation for Representative Bateman's work on this successful effort. He remarked that this was a difficult, long, ongoing campaign, which the IA did not give up for over 15 years. He praised the strong commitment from the people who voted for union representation and ultimately believes they will be pleased with their choice.

PRESIDENT LOEB: Microphone 3.

DELEGATE COURTNEY CUNNINGHAM, Local 154: Mr. President, Courtney Cunningham, Local 154, Ashland, Oregon. Quite simply put, there are 69 people in Ashland whose lives are changed because of you. So thank you for everything you've done for us.

*(Applause)*

I want to also thank International Representative "Radar" Bateman. Because of your incredible skill and talent and dedication for the work and, most of all, patience for people that don't know what they're doing, we were able to get through it and stand on the other side, and I'm forever grateful to you for that, so I thank you.

And I want to share a quote from our now Secretary, Donna Memmer, immediately following our vote to join the IATSE. She turned to me and said, "I've worked for the Oregon Shakespeare Festival for 26 years, and now I have a future."

*(Applause)*

That sentiment is shared by all of our members. Thank you so much.

*(Applause)*

PRESIDENT LOEB: Thank you. And the whole organization is proud of you. Did the right thing.

*(Standing ovation)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"PSAV" (Gavel)

## PSAV

Vice President and Tradeshow Department Director William E. Gearns, Jr. and Representative Joanne Sanders provided an update on the PSAV National Agreement since the addition of twelve cities in January. Tradeshow Representatives have been assisting Locals to identify qualified referrals and assess their skills. Locals are building relationships with PSAV managers. Most significant is the effort to bring Customer Service and Audiovisual Essentials Training to the Locals to develop a well-trained AV workforce.

Vice President Gearns met with PSAV labor relations representatives in early July to address grievances as well as other issues that have arisen. Those discussions are on-going.

Vice President Gearns also reported on his efforts to add Minneapolis Local 13 and Washington D.C. Local 22 to the national agreement in the near term. Other cities are in the pipeline and will be included as soon as possible. Implementation of the contract in "rigging only" cities is currently under way. To this end, Vice President Gearns discussed training and certification for riggers, given by the Society of Professional Rope Access Technicians ("SPRAT"). SPRAT training and certification costs $1,500/week of training. Vice President Gearns strongly encouraged riggers who wish to work for PSAV to acquire SPRAT certification/credentials.

President Loeb remarked that the implementation of the PSAV Agreement has been steady and measured. There are twelve cities now covered by the agreement with an additional three more being by the end of summer. He reiterated the importance of training to the agreement with PSAV. He also noted that the IATSE-represented employees under the PSAV contract are and will remain the best trained in the AV industry. President Loeb commended Vice President Gearns and the Tradeshow Department on this continuing success story.

"Political Report" (Gavel)

## POLITICAL REPORT

International Vice Presidents J. Walter Cahill and

John Lewis, Assistant to the President Deborah A. Reid and Canadian Office Operations Manager Krista Hurdon reported to the Board on recent political activities.

## Canada

*Feature Film Study*

In March 2015, the Federal Government Standing Committee on Canadian Heritage commenced a study on the Canadian Feature Film Industry – something that had not been done for a decade. On April 27, 2015, Vice President Lewis appeared as a witness before the Committee to provide the IATSE's perspective of the industry and recommendations on how to improve the government's role in supporting the industry. One such recommendation proposed by Vice President Lewis was a variation of the "clean hands" amendment to the government's grant funding process recently incorporated into the Alberta film grant funding process in which Vice President Petti played a major role.

In June 2015, the Committee released its final report, which included eleven recommendations. One of those recommendations included the "clean hands" amendment advocated by the IATSE, reproduced below:

"The Committee recommends that the Department of Canadian Heritage work with the Canadian Audio-Visual Certification Office, the Canada Revenue Agency and Telefilm Canada to develop mechanisms to help ensure that recipients of federal government funding for feature films are in good standing and have no outstanding legal disputes in any other jurisdiction within Canada."

The Committee's report also noted IATSE's concerns over the Telefilm's Micro-Budget Program, namely, IATSE's view that recent changes to the funding process was creating an industry of hobbyists who were making films with extremely low paid crews in workplaces with deplorable health and safety standards.

*Ontario Labour Law Review*

In the spring of 2015, the Ontario Government announced that it would be conducting a review of the Employment Standards Act (ESA) and Ontario Labour Relations Act (OLRA). This represented the first opportunity in a generation for working people to participate in a public dialogue about their changing workplaces. Given the rarity of such an opportunity, the IATSE petitioned to appear as a witness. Remarks of the IATSE were prepared with the assistance of Canadian Counsel Ernie Schirru.

On July 8, 2015, Vice President Lewis appeared in London, Ontario and spoke on issues such as removing the obstacles preventing workers from collectively organizing through union membership, improving wages, workplace safety, and job security. The Committee's review is ongoing throughout the summer months and will conclude in September, 2015.

*Canadian Labour Congress (CLC) Campaign*

The CLC held Federal Election two-day workshops in cities across the country from January through March 2015. The appropriate IATSE Locals in Canada were contacted at the beginning of each month to advise them of the upcoming workshops in their area and urge that they send officers, staff, activists, youth workers, retirees or interested members to attend. A second phase of two-hour follow-up workshops was held more recently, once again, across the country. The workshops were designed after extensive polling by the CLC to determine what issues resonated with Canadians. Five issues were identified: healthcare, retirement security, childcare, good jobs, and workers' rights, and these issues have become the focus of the campaign.

During the first phase of the workshop, the CLC provided pledge cards to all workshop attendees. These pledge cards asked members to pledge that they would do three things:

1) That they will vote

2) That they will speak to friends, family members and co-workers about the election

3) That they will commit some of their time to an action, such as volunteering a couple of hours for a labour-friendly candidate or posting info on social media.

The cards were also presented to delegates at the District 12 convention, who asked if copies could be sent to interested Locals. To date, 4,500 cards were ordered by Locals showing good indication of member engagement surrounding this election.

*Third Party Registration*

During the last meeting of the CLC's National Political Action Committee, IATSE learned that most unions were filing registrations for "Third

Party" status for the federal election pursuant to the Canada Elections Act – a status that allows organizations to engage in public domain advertising in support of candidates and/or political parties during the federal election period. The use of social media has the potential to be caught by this legislation. Any organization that incurs advertising expenses exceeding $500 must obtain Third Party status under the legislation. There are also additional reporting obligations for those organizations that incur advertising expenses which exceed $5000.

In an abundance of caution, and following consultation with Canadian Counsel Ernie Schirru, IATSE has determined that it will be seeking Third Party status for the upcoming federal election. Elections Canada has advised that the IATSE must wait until the election has been called before we are eligible to apply, so IATSE's application will be submitted as soon as the writ has been dropped.

*Affiliations*

In anticipation of the upcoming federal election, IATSE has affiliated itself with two organizations undertaking different campaigns. One is called "Engage Canada", and is the first attempt at a national political action committee (PAC) in Canada. Efforts with "Engage Canada" will be covered in more detail in a separate report.

The second organization is "Up for Debate" and is an alliance of over 175 women's organizations and their allies from across Canada, representing more than 4 million people. IATSE has joined this initiative in an attempt to raise awareness about women's rights in the lead-up to the election. The organization is trying to make meaningful commitments to change women's lives for the better, at home and abroad, by ending violence against women, ending women's economic inequality, and supporting women's leadership and organizations. "Up for Debate" calls on all political parties to commit to a federal leaders' debate on issues identified by women – for the first time in thirty years. Operations Manager Hurdon has been participating in regular meetings with the coalition and has also been engaging members and Locals through social media. Different types of engagement with the general public, from art installations to lawn signs, will continue to be rolled out throughout the summer and fall.

## United States

*Stop Fast Track – TPP*

The issue that has probably consumed the most time over the past several months has been the STOP FAST TRACK campaign, particularly as it relates to the Trans Pacific Partnership (TPP) trade deal with eleven Asian countries, and is pending before Congress. The TPP trade deal is viewed by the labor movement as one that will cause the loss of jobs from U.S. soil as have some trade deals of the past. Fast tracking this (or other legislation) would simply allow the President to sign off on the deal without allowing the public to know what is in the deal, and not allowing Congress to debate its contents.

The AFL-CIO partnered with other labor and community organizations in the beginning of 2015 and formed a Coalition to Fight Fast Track and established a fund to finance the campaign. The IATSE contributed $25,000 to that campaign fund.

At the 2015 Winter meeting of the AFL-CIO Executive Council held in late February the Council members (representing all affiliates) came together in complete solidarity to fight Fast Track and the TPP. During that meeting a rally/town hall was held and a number of union presidents spoke out against Fast Track, including President Loeb. It is noted that the IATSE was well represented at that rally with members of several IA local unions in attendance.

Featured at the rally was guest speaker – former Secretary of Labor Robert Reich who pointed out the reasons that Fast Track was a bad idea as is the TPP for Americans. A video of the rally was sent to the District Secretaries for distribution to our local unions and featured the Reich piece as well as President Loeb addressing the crowd. Any Local wishing to receive a copy of the video should contact the IA General Office.

It was the position of the AFL-CIO Executive Council that labor fought hard and supported a number of members of Congress and the Senate, with both grassroots campaigning as well as tremendous financial support. The Council members all agreed that the politicians, particularly those who have received so much of labor's support enabling them to be victorious in the 2014 and prior elections, had to be held accountable for their actions and in this case accountable for their vote on the Fast Track legislation. To that end the Council voted to freeze all PAC accounts and agreed that no financial contributions would be made to the campaigns until the Fast Track issue was resolved. The IATSE-PAC Committee approved the moratorium and no contributions were made from the IATSE-PAC.

In addition, the full blown Stop Fast Track campaign included the need for release staff in targeted

Congressional Districts where the House member was either sitting on the fence and remaining non-committal, or was leaning in opposition to Fast Track.

By a poll conducted by President Loeb, the General Executive Board voted to allow a budget of up to $50,000 for staff to be released to the AFL-CIO Stop Fast Track campaign. The IATSE started to release staff in April of this year to work in several Congressional Districts and from April through the beginning of July there were a total of ten staffers from four Locals who worked under the direction of the AFL-CIO. The International's total expenses for IATSE release staff reached just over $16,000. It was noted that the AFL-CIO was extremely pleased to have members of the IATSE on board to help with the campaign and in a couple of Congressional Districts, IATSE release staff were credited with having great impact on changing the minds of the targeted House member.

The AFL-CIO had a lobby day in which numerous affiliates went to Capitol Hill to meet with U.S. Representatives who were undecided as to their vote on Fast Track. On March 4th, members of the IATSE visited with senior staff members of the House Minority Whip Steny Hoyer (MD), as well as Congressmen Cedric Richmond (LA), Don Beyer (VA), and Joe Crowley (NY).

There was not great optimism that any of these Congressmen would vote against Fast Track. For every reason given as to why they should, the staffer talked about the benefits of trade and the relentless pressure that the Obama White House was putting on their respective superior. In some instances House members received calls directly from the President, a rarity to say the least. However, in the end the pressure applied did persuade two members. It was reported that Congressmen Crowley and Richmond voted against Fast Track.

Unfortunately, on June 12th the House passed Fast Track by a vote of 219 to 211 with 4 not voting. And, finally, on June 23rd the Senate took up the Fast Track issue and it passed by a vote of 60 to 37 with 3 not voting.

Following those final votes, the AFL-CIO Executive Council determined that the freeze on PAC funds would be lifted, however, lists were distributed of those Senators and U.S. Representatives who voted against Labor, by voting FOR Fast Track and it is hoped that affiliates will keep this in mind when making decisions on where campaign contributions are made. The lists of Senators and Representatives who voted wrong on this issue was sent to the District Secretaries for distribution to the Locals.

At a meeting of the AFL-CIO Political Committee the week of July 20th, President Trumka stated that the vote on the TPP is expected to come up sometime in November, and that labor's campaign will continue to fight the TPP.

*Mobilization of Members*
*(District Conventions)*

At the 2015 Mid-Winter Board meeting it was reported that President Loeb requested that research be conducted on how to improve voter turnout of IATSE members on Election Day. The AFL-CIO will be providing some data regarding the turnout for the 2014 elections. However, The AFL-CIO Regional Directors were contacted, and if there was enough time on the District's agenda at their off-year conventions, they agreed to make a presentation that would be specifically focused on the states in their respective regions and in the IATSE Districts.

So far presentations have been made at Districts One, 3, 4, 5, 8, and 9 and some good feedback has been received from our local union representatives who were present for the presentation. The power point presentation that was made by the Regional Directors were made available to those Local representatives who have requested a copy. The power point is also available by contacting the General Office.

In addition, it was reported that the AFL-CIO conducted a study focusing on how best to get out a good message that will resonate with people. The study was conducted in a few ways including Focus Groups in San Diego, Atlanta, Philadelphia and Columbus, Ohio – and an Online Dial Survey. The audio of the online dial survey was played at the Political Committee meeting on July 20th and showed a video graph demonstrating how people were responding to what they were hearing. The results of the survey showed that there are ways of talking about work in ways that resonate, and when messaging "we don't just say what is already popular, but make popular what needs to be said." It was also noted that information and the message needs to be distributed to activists who are needed to carry the message. The overall results of the study are summarized in a four-page document called WORKING. FOR A BETTER LIFE and will be sent to District Secretaries for distribution to the Locals.

*AFL-CIO Raising Wages Campaign*

The Raising Wages campaign continues and

candidates for 2016 – Presidential, Senate, House – are being asked where they stand on the issue of raising the minimum wage. The IATSE supports a minimum wage that is a living wage. Across the United States the labor movement is supporting a minimum wage of $15.00 dollars an hour.

## Activities

*NALC Food Drive –*

The IATSE once again participated in the annual food drive of the National Association of Letter Carriers that was held on May 10th with grocery bags bearing the IATSE logo distributed in various areas of the country where the NALC had the greatest need and where the IATSE has a considerable density of membership.

The NALC's ground lead in Yonkers, NY sent an email saying:

"I don't want to say…I've finally unwound from the amazing day we had today in Yonkers.

No need to let the suspense build, through the help and support of the NALC and our local sponsor IATSE, we were able to collect roughly 26,000 pounds of food for this year's food drive. More than double what we collected last year!

As coordinator, I am speechless and humbled by the out pour of donations that we received from the local community in Yonkers, none of which could have happened without the backing of the NALC as well as the sponsorship of the IATSE here in NYC, and I consider it to be a huge success.

Once again, IATSE comes through for those in their communities!"

*American Legislative Exchange Council (ALEC) action in San Diego –*

A few weeks ago, a notice was received from the AFL-CIO that on July 22 the American Legislative Exchange Council (ALEC) would be using lobbyist money to pay for hundreds of politicians and out of town millionaires and billionaires to vacation together at a lavish resort in San Diego. The goal of the get together would be to give legislators draft legislation bought and paid for by corporate special interests, away from the prying eyes of voters, which benefit the rich and powerful. Corporations would have a chance to wine and dine these politicians, promise them hefty contributions and a taste of the good life, in exchange for supporting bills that keep paychecks low, corporate welfare high, and restrict the rights of their political enemies.

International Representative Ron Garcia led the IATSE's activities and the IATSE had a great turnout in San Diego for a mass protest called CALIFORNIA IS A NO ALEC ZONE. This protest took place behind the Manchester Grand Hyatt hotel where the ALEC conference was being held. An email was received from the AFL-CIO thanking the IATSE for such a good turnout.

*National Day of Action –*

On Thursday, July 30th, the AFL-CIO is coordinating events throughout the United States for a National Day of Action to mark the 50th anniversary of Medicare. These events will be when "patients, caregivers, providers, policy makers and neighbors will join together to celebrate strengthening, protecting and expanding Medicare for decades to come." Information on this National Day of Action was sent to all District Secretaries for distribution to the local unions.

*Information on 2016 Elections*

Three candidates have declared their candidacy to run on the Democratic ticket – Hilary Clinton, Bernie Sanders, and Martin O'Malley.

The more prominent Republican candidates now number a total of sixteen candidates running for the Republican nomination in the 2016 Presidential race. It was noted, however, there are actually thirty-four Republicans who have declared their candidacy, but not all will meet the criteria to be considered for the Primary.

AFL-CIO President Trumka advised that the Executive Council will hear from Democratic candidates Clinton, Sanders, O'Malley, as well as Republican candidate Mike Huckabee. Each will be given an opportunity to make a one-hour statement to the Council at its meeting (the same week as this General Executive Board meeting) and then the Council members will have an opportunity for a question and answer period.

It was noted that the first Republican Presidential Primary Debate is scheduled for August 6th in at the Quicken Loans Arena Cleveland, Ohio. The first Democratic Presidential Primary Debate will be held in Iowa in August or September, but no date has been confirmed at the time of this report.

In addition to the U.S. Presidency, the following positions will be contested in the 2016 elections: 34

of the 100 seats in the U.S. Senate will be up for re-election, and, All 435 members of the U.S. House of Representatives are up for re-election.

*Concerned Veterans for America (CVA)*

The CVA is an organization promoting itself as a pro-Veterans organization, but in reality it is a group that received their start-up funding from the Koch brothers. And in large measure is simply a tool to help promote the radical conservatism of the Koch brothers and to work to advance the billionaires' self-interest at the expense of the veterans. The CVA promotes extreme right-wing politics that stand in opposition to every other veteran's group. They are pushing a plan to privatize the Veteran's Administration healthcare system and propose a transition from the current military or VA retirement system to a private 401(k) like plan. The Koch brothers are being referred to as "Koch-cerned Veterans for American." The IATSE is one of the founding unions of the AFL-CIO Union Veterans Council and the Council is doing all it can to expose these CVA frauds for who they really are.

"Safety Hotline" (Gavel)

## SAFETY HOTLINE

International Vice President Michael F. Miller, Jr. and IATSE Safety Committee Chairman Kent Jorgensen reported to the Board regarding the IATSE Safety Hotline.

In the most recent issue of the Official Bulletin (Second Quarter, 2015), the IATSE Safety Hotline was introduced. The hotline is part of the continued emphasis on safety that was apparent at the International's 67th Convention in 2013, at which Skills and Safety were adopted by the delegates as one of the IATSE's pillars of success.

A toll free Safety Hotline telephone service is active to provide an additional pathway for members to call and report hazards or accidents that they find at work. The OSH Act gives employees the right to report hazards at work and have those hazards fixed. OSHA courses that have been going on for many years now instruct members to report hazards and accidents first to their employers and then to their Local. The hotline will reinforce that, and provide an additional vehicle to make a report.

The phone number for the Safety Hotline is (844) IA Aware, or (884) 422-9273. The IATSE has contracted with MAP Communications to operate the call center 24 hours a day, 7 days a week. The safety hotline is structured to determine the type of call and the craft associated with the issue and connect the caller with an appropriate person to assist with the safety issue. Members may remain anonymous if they choose, and no member or employee's name will be shared with the employers. This hotline will supplement existing safety programs that local unions and employers have in place.

Since its inception, the Safety Hotline has been used more than a dozen times to report issues ranging from a crew working outdoors during a lightning storm, to an unsafe rig that resulted in an accident. In each instance, the Hotline was able to alert the appropriate IATSE representative, and that representative was able to handle the issue.

The protocol provides for an employee to take these critical steps:

- remove oneself from any immediate danger;
- report the safety issue to the employer; if not resolved;
- report the safety issue to your local union representative; if not resolved;
- all the Safety Hotline at (844) IA AWARE.

The Board meeting attendees were reminded that safety and a safe working environment is a priority for all IATSE members.

The IATSE Safety Hotline is one more tool that can be used to keep members as safe as possible.

"SMG" (Gavel)

## SMG

International Vice President Michael J. Barnes reported on discussions for a national contract with SMG. A template agreement has been agreed to by the parties and has been implemented. Locals 87, 112, 153 and 220, are working under the agreement.

"Teamsters Toronto" (Gavel)

## TEAMSTERS TORONTO

International Vice President John Lewis, Canadian Counsel Ernie Schirru, Local 873 President Wayne Goodchild and Local 873 Business Agent Monty Montgomerie reported to the General Executive Board on the status of the Teamsters activity in Toronto since the last Board meeting in Charlotte, North Carolina.

Five years ago, in August 2010, the International and the Teamsters entered into a Mutual Aid and Assistance Pact. Over the course of this period, occasional disputes have arisen between the two organizations in Canada and the United States. However, the Pact as well as the strength of the relationships between officers in the IATSE and the IBT have resulted in mutually acceptable resolutions in the majority of cases, including this instance.

"Temporary Foreign Worker Program"

## TEMPORARY FOREIGN WORKER PROGRAM

International Vice President John Lewis and International Representative Julia Neville reported to the General Executive Board on the status of the Canadian Temporary Foreign Worker Program (TFWP).

The TFWP is an immigration program under which employers bring foreign workers into Canada. In the past year there has been extensive media coverage of abuses by employers who used the TFWP to displace Canadian workers to lower labour costs. Large banks, fast food and mining industries have used it to pay less than minimum wages to low-skill, low-wage immigrant workers. The Canadian labour movement has been at the forefront of taking the Conservative government to task on these issues.

The film and television industry in Canada has used the TFWP for decades; it is not a perfect fit but has worked well enough. Virtually all key creative and technical employees are brought into the Country under this program, including U.S. IATSE members working on productions in Canada. Over the years issues arose such as how much to involve unions in the immigration permit process, but generally, the Canadian IATSE Locals have relied on their collective agreements to address permit issues for non-Canadian employees.

The most immediate issue for the Film and Television Sector was the reclassification of foreign workers as "low" or "high" wage based on government wage averages rather than what they would earn in Canada. This was addressed in September, 2014, when the application forms were quietly amended to classify workers based on their own earnings while in Canada, rather than government averages. The Performing Arts Sector also had concerns regarding increased fees and permit limitations, which were more restrictive.

On June 17, 2015, Vice President Lewis attended a meeting in Ottawa with senior officials from the Canadian ministries for Immigration and Employment & Social Development to discuss a film and television industry proposal presented to federal government in August, 2014, which provided for an alternate "stream" to alleviate the negative ramifications of the TFWP amendments on productions filming in Canada. Vice President Lewis explained that this meeting resulted in some positive discussions that are expected to translate into further changes to the TFWP that will address the entertainment industry's concerns.

President Loeb commended Vice President Lewis and Representative Neville on their efforts to ensure the IATSE's interests are properly represented in any changes to the TFWP.

PRESIDENT LOEB: Microphone 4.

DELEGATE WAYNE GOODCHILD, Local 873: Thank you, President Loeb. I just want to mention two-and-a-half years ago –

PRESIDENT LOEB: Name and Local, please.

DELEGATE GOODCHILD: Wayne Goodchild, Local 873. I just want to thank you. Two-and-a-half years ago the Teamsters tried to raid our Local, our transportation drivers, which I represent 495 Local 873 transport members. I just want to thank you for your unwavering support.

I understand the relationship that exists elsewhere within the IA and the Teamsters, but you showed an unwavering support to make sure that anytime anybody tries to raid anybody that we represent, you will never tolerate it, and I want to thank you for that.

*(Applause)*

PRESIDENT LOEB: Thank you, Wayne.

And for the record, President Hoffa of the Teamsters lived up to the Mutual Aid and Assistance pact, told his – I don't know how to characterize these people, these people to cease and desist. And that's how we were able to prevail there without having any prolonged battle. But they did the right thing.

*(Applause)*

(Gavel)

"Local No. 2, Chicago, Illinois, Re: The Chicago Shakespeare Festival" (Gavel)

## LOCAL NO. 2, CHICAGO, IL
## Re: The Chicago Shakespeare Festival

International Vice President Craig Carlson

appeared before the Board to report upon Local 2's affairs with the Chicago Shakespeare Theatre (CST). It was reported that CST started from small beginnings in 1986 and over past decades has grown from the third-largest theater company in Chicago to the third-largest in the Midwest. The company has won many notable awards and now presents over 600 performances a year at its Chicago Navy Pier facility, which includes the 510-seat Courtyard Theater and a 200-seat black box theatre.

As CST matured, it consistently rebuffed Local 2's efforts to organize its non-union stage crews who are paid low wages and minimal benefits. Regrettably, the crews were often unaware that they were being taken advantage of. Last year Local 2 was made aware that CST was planning further expansions which could offer Local 2 a chance to advance its organizing efforts.

In the spring of 2015, Vice President Carlson was approached by the stage crew about organizing. He met with them several times and collected authorization cards. On Friday, May 8, Local 2 filed a petition at the NLRB to represent the crew. The following Monday, May 11, CST president Barbara Gaines phoned Vice President Carlson to voluntarily recognize Local 2 as the crew's bargaining representative and set dates in June to finalize the details of a first contract. There are presently only a few issues left to negotiate and a final agreement is expected next month.

Vice President Carlson thanked President Loeb for helping ensure that the Alliance continues to have close political allies and for helping Local 2 navigate through this process. President Loeb commended the work that went into this effort and congratulated the Local.

"Local No. 125, Lake Porter - La Porte Counties - Fort Wayne, IN. Re: Horseshoe Casino" (Gavel)

## LOCAL NO. 125, LAKE PORTER – LA PORTE COUNTIES – FORT WAYNE, IN

### Re: Horseshoe Casino

International Vice President Craig Carlson reported that in October 2014 he was assigned by President Loeb to assist Local 125 organize the stage crew employed by the Horseshoe Casino in Hammond, Indiana. As reported during the last Board meeting, the Local won a NLRB election to represent the crew. Vice President Carlson, Local 125 Business Manager Rick Wilbanks, and attorney David Huffman-Gottschling have since begun to make headway toward a first contract.

Since the election, two of the seven bargaining unit members have been fired—one for posting insulting comments on the Internet about a casino show, and one for excessive tardiness. Unfortunately, the latter was a leader of the organizational effort.

In the first bargaining session in March 2015, the company was represented by Harrah's Labor Relations Director Dean Allen and Horseshoe Human Resources Head Dawn Reynolds. They were joined by Harrah's lead negotiator, Frank Muscolina in later meetings. The Union's goals in negotiations included work jurisdiction over all stage-related operations at the facility including audio, lighting, rigging, and car loading. Proposals were presented in broad terms and little progress was made in the first meeting. The employer's team proposed negotiation ground rules, which were lopsided in favor management and consequently rejected.

Follow-up negotiations were held on May 14, when the IA team made a detailed contract proposal and went through it clause by clause at the bargaining table. The employer's representatives had numerous questions and great difficulty understanding industry standard working conditions. They promised to advance a counter proposal at the next meeting on June 18.

On June 18, the employer failed to offer a counter proposal as expected. At that point Vice President Carlson requested a private, off-the-record discussion with Mr. Muscolina in hopes that a candid conversation would move the negotiations forward. It was reported that such discussions were held and are ongoing. Vice President Carlson remains optimistic that the parties will continue to find common ground and reach a fair deal. He thanked President Loeb for providing him and Local 125 with the support needed to follow through with this assignment.

President Loeb acknowledged the respective efforts of Local 125 and Vice President Carlson and remarked that the IA is determined to get a fair deal for the casino workers.

"Local No. 127, Dallas-Grand Prairie-McKinney, TX. Re: CBA with Personnel Services, Inc." (Gavel)

## LOCAL NO. 127, DALLAS-GRAND PRAIRIE-MCKINNEY, TX

### Re: CBA with Personnel Services, Inc.

International Representative Christopher "Radar" Bateman reported on the successful conclusion of negotiations between Local 127 and

Production Personnel Services (PPS). PPS is a labor contractor providing stagehands to the Verizon Theater in Grand Prairie, Texas (under management by AEG). The Local has a long-standing relationship with PPS and the parties entered into negotiations in February 2014 for a new contract. By early November 2014, PPS came to the table with regressive proposals and demanded that overhire stagehands no longer be dispatched by the Local, but rather provided by PPS. PPS cited AEG as the reason for these drastic cuts. PPS also threatened a lockout if an agreement was not signed. PPS ultimately locked out Local 127 on January 15, 2015.

Local 127 contacted President Loeb asking for assistance and Representative Bateman was assigned to assist with negotiations. The Local filed unfair labor practice charges against PPS and AEG as joint employers for refusing to provide relevant information to the Local, prematurely declaring a bargaining impasse and threatening to terminate all the Local 127 employees.

The unfair labor practice charges brought PPS back to the bargaining table and the parties ultimately came to an agreement with a 5% wage increase in the first year. Local 127 will continue to refer all lead and rigger positions and will continue to dispatch from its roster all but five employees, who may be selected by PPS. This agreement ended the PPS lockout and all displaced employees were reinstated on April 1, 2015. The Local has an opportunity to organize PPS's remaining employees and gain more strength and unity at the bargaining table. The Local has requested COMET training from the International and dates are being scheduled in August 2015.

"Local No. 143, St. Louis, MO. Re: PSAV"

**LOCAL NO. 143, ST. LOUIS, MO.**
**Re: PSAV**

Vice President Craig Carlson reported on the successful conclusion to negotiations between Local 143 and PSAV in St. Louis. The contract talks were the first between PSAV and Local 143 as the Local's prior agreement had been with Swank Audio-Visual. The collective bargaining agreement covers projectionists, camera operators, computer technicians, tape and recording operators and graphics technicians to work on corporate presentations in various hotel and convention centers in the St. Louis metropolitan area. Over the course of many years, Local 143 had negotiated a mature agreement with hard-fought terms and conditions.

The inaugural negotiations with PSAV were protracted and difficult. But, after several meetings, the Local, with the capable assistance of Vice President Carlson, negotiated an agreement that maintains full-time employment, health benefits, wage increases, cell phone reimbursement, parking privileges and skills and employment training for those in the bargaining unit.

President Loeb complimented Vice President Carlson, Local 143 Business Agent Gordon Hayman and the Local 143 membership for their diligence. He stressed the importance of Local 143 and those it dispatches being trained and reminded them to take advantage of skills and educational trainings offered by the Training Trust, especially in the AV field, including InfoComm and lynda.com. He remarked that the contract preserves the terms and conditions enjoyed by Local 143 and secures good, solid, middle class jobs for those who work under it.

PRESIDENT LOEB: Microphone 7.

DELEGATE GORDON HAYMAN, Local 143 : President Loeb, General Executive Board, delegates, Gordon Hayman, Local 143 Business Representative. Unlike many Locals of the IA, we had had a long-term relationship with Swank Audio-Visual. They had been union in St. Louis for decades. They provided approximately 60 percent of our work in the market. They had a pretty sweetheart deal because of the amount of work they provided.

With that said, once PSAV took over for them, we went from negotiating with someone that at least knew the value of our workers and had a little bit of respect for us, even with the low rates, to dealing with a boutique – I'm sorry, a law firm out of Tampa, a boutique law firm that, to say the least, was essentially an offshoot of Goldman – or an employee of Goldman Sachs.

We negotiated for over a year with condescending attitude, the whole general attitude that the attorney from Tampa had with us. I'm sure people who have worked with him before have seen exactly what I'm talking about. And we were at an impasse. We were looking at a winter of walking a picket line that the only thing we would have gained would have been the lost wages of the four full-time employees we had getting paid 40 hours a week.

So I reached out to the International and President Loeb who assigned Vice President Gearns to help with the negotiation, and then he was replaced by Craig Carlson. At the end of those negotiations, and

that particular session took three hours, we had an agreement that was in excess of 30 percent increase in wages and benefits for the Local 143.

I sincerely thank President Loeb, Vice President Gearns, Vice President Carlson for all their help in getting that agreement. It's unprecedented that those kind of amounts occur in the modern world, and I can't thank any of you enough for making that happen.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Camel Entertainment and Redemption Productions" (Gavel)

## CAMEL ENTERTAINMENT AND REDEMPTION PRODUCTIONS

International Vice President Damian Petti, Local 212 Business Agent Tom Benz and Local 212 young worker representative Stephanie Muir reported to the General Executive Board on recent developments in ongoing Alberta Labour Relations Board (ALRB) proceedings against Camel Entertainment and Redemption Productions.

Vice President Petti explained that over the past two years, a number of complaints and a "common employer" application had been initiated by Local 212, with the assistance of the International's Defense Fund, together with the Directors Guild of Canada (Alberta District Council), against various producers operating multiple single use companies in connection with the production of the motion picture "Forsaken". These legal proceedings were initiated in an attempt to hold the various companies connected to the project responsible for substantial wages and benefits of employees that had gone unpaid.

On April 15, 2015 the ALRB issued a decision in an application for interim orders in favour of Local 212 and DGC Alberta. This decision included, among other things, an order that the various companies involved in the project refrain from taking receipt of any Alberta Film Grant funds (estimated to total $1.7 million) payable in connection with the project until the ALRB proceedings were completed or the ALRB ordered otherwise.

It was explained that another direct spinoff from these legal proceedings included the incorporation of whistle blower provisions in the funding processes of the Canadian Film Funds administered in the Provinces of Alberta and Nova Scotia. These provisions allow whistle blowers to notify government ministers of deadbeat producers who owe money in other jurisdictions.

On July 8, 2015, an agreement was reached whereby all of the wages and benefits owing, plus interest, was paid to the members of the five (5) IATSE Locals that were represented under the Local 212 Motion Picture Agreement as well as members represented by the DGC.

In conclusion, Vice President Petti stated that although the entire process was time consuming and costly, it resulted in the recovery of substantial wages and benefits earned by members, positive ALRB decisions which IATSE can use to its benefit in the future and important new funding guidelines that will protect the same thing from happening to IATSE members in the future. Vice President Petti thanked the Defense Fund Committee, President Loeb, Vice President Lewis, Canadian Counsel Ernie Schirru and the Directors Guild of Canada for seeing the importance of supporting this epic two year battle.

President Loeb congratulated Vice President Petti and Local 212 for its resolve in pursuing this dispute to a successful conclusion.

"Local No. 523, Quebec, QC. Re: AEG Videotron Arena"

## LOCAL NO. 523, QUEBEC, QC
## Re: AEG – Videotron Arena

International Vice President John Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 523's ongoing initiatives to secure bargaining rights at the Videotron Arena in Quebec City.

In September 2011, Quebec City entered into an agreement with Quebec-based media giant, Quebecor, for the construction and operation of a new hockey arena. To be built by the City and managed by Quebecor, the Videotron Arena will replace the aging, City-owned, Pepsi Colosseum, a venue where Local 523 has held bargaining rights for the past 25 years. Two subsidiaries of Quebecor hold independent leases for their respective use of the venue. QMI Hockey holds the rights to all hockey related events, including the local junior Remparts as well as any possible future NHL franchise. QMI Spectacle holds the rights to all concerts and live events that fall outside of the scope of the QMI Hockey lease. Quebecor has engaged AEG

Worldwide to run the day to day venue operations and programming. AEG will be responsible for all hires within the entertainment division outside of QMI Hockey operations.

Representative Vergnano explained that both he and Vice President Lewis are continuing to work with Local 523 in ongoing efforts to secure bargaining rights at the venue. Representative Vergnano stated he anticipates success in this regard in the near future and will report to the Board on future developments.

President Loeb commended Vice President Lewis and Representative Vergnano and the Local on their efforts as securing bargaining rights will be beneficial for both AEG and the Local. President Loeb confirmed that he too is equally optimistic about the prospects of success in Local 523 securing bargaining rights in the near future.

PRESIDENT LOEB: Mike 4.

DELEGATE RAYNALD MONTAMBAULT, Local 523: Mr. President, I am Raynald Montambault, President of Local 523, Quebec City.

Mr. President, I'd like to thank you for your great help and leadership in this hard negotiation at Videotron. I appreciate and all my members very much. I also want to thank International Vice President John Lewis and International Representative Jason Vergnano for their tremendous support on that working.

To finish, I want to say how proud I am to be part of our great Union. For me it's a family. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local No. 798, New York, NY. Re: Membership Activities"

**LOCAL NO. 798, NEW YORK, NY**
**Re: Membership Activities**

Local 798 Vice President Angela Johnson, Secretary-Treasurer Cynthia O'Rourke, and Business Agents Daniel Dashman and Rosemarie Levy appeared before the Board to report on the Local's campaign to increase membership. On January 1, 2015, Local 798 launched a membership drive in Georgia to bring in workers employed under the Local's collective bargaining agreements. They followed a blueprint drawn by Local USA829's Designer Organizing Drive which was launched in the fall of 2014. In addition, the Local 798 Executive Board enacted rules to make the membership drive successful, including revising cumbersome membership criteria, lowering its initiation fee, and forming a special committee to address issues faced by workers in so-called right-to-work states. The membership drive has been extremely successful with more than half of the applicants having satisfied the membership criteria and having been admitted, or about to be admitted into membership. Over the last year, Local 798 has brought into its ranks nearly one hundred (100) members. The membership drive has also enabled the Local to increase its organizing efforts. The Local intends to continue grow and educate its membership.

The presenters expressed their appreciation to the Local 798 Executive Board and the special membership committee for reviewing membership intake issues with a modern perspective. They also thanked Local USA829, particularly Business Representative Carl Mulert who was extremely helpful in guiding Local 798 through the membership-intake process and who provided templates and advice and they also thanked Assistant Department Director Daniel Mahoney for his thoughtful insights.

President Loeb remarked that he has had several conversations with the Local about the importance of organizing and bringing in new members. He congratulated the Local for expanding and growing its membership because these new members now have a meaningful livelihood. In addition, their membership brings strength to the Union, eliminates competition from non-union workers, and ensures that the Local secures its jurisdiction. He commended the Local for doing the right thing and for having a progressive vision.

PRESIDENT LOEB: Microphone 1.

DELEGATE ANGELA JOHNSON, Local 798: Angela Johnson, Vice President and Organizing Chair of Makeup Artists and Hair Stylists Local 798.

In 2015, we wrapped our Georgia organizing drive. That undertaking surely would not have happened, President Loeb, had it not been for your leadership and directive to organize. Thank you.

We also received some, shall we say, small nudges in the right direction from International Representatives and other Local leaders, brothers and sisters, who we

thank wholeheartedly. In addition, we need to thank Locals 829, 479, and 600, for their advice in lending us space for meetings, ears to bend, and shoulders to lean on. Because of all this, Local 798 was set on the path to organizing. We gained 35 new Georgia members from that drive.

One of the members recently reached out to us to let us know she is an Alabama native and very familiar with that market for many years. She wondered if she could help let Alabama hair stylists and makeup artists know what it is to be a union member and a member of Local 798. We said yes and signed her up to our Organizing Committee. She's now spreading the word and helping us to gain applicants to our Alabama organizing drive.

Our IATSE education and training has proven invaluable, so we continue. Thank you, President Loeb.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and Vergnano continued the reading as follows:*

"Local 906, Charlottetown, Prince Edward Island. Re: Harborfront Theatre" (Gavel)

**LOCAL NO. 906,**
**CHARLOTTETOWN, PEI**
**Re: Harbourfront Theatre**

Assistant to the President Sean McGuire and Local 906 members Craig Mountain and Jordan Palmer reported to the General Executive Board on the status of the Local's efforts to conclude a first collective agreement with the Harbourfront Theatre located in Summerside, Prince Edward Island following the Local's certification as bargaining agent for stage employees at the Theatre in 2012 – the first time in over fifty years that Local 906 has engaged in organizing activities.

Assistant to the President McGuire explained that the Theatre engaged in a bargaining strategy whereby it was prepared to take virtually every piece of proposed collective agreement language to impasse. Notwithstanding, the Local persisted in its resolve to get a first collective agreement through good faith bargaining and the filing of numerous unfair labour practice complaints against the Theatre. Assistant to the President McGuire then explained that these efforts bore fruit and that an eighteen month collective agreement was reached and ratified in April 2015. This first collective agreement contains significant increases to wages and working conditions as well as clear language regarding employees' rights.

President Loeb congratulated Assistant to the President McGuire and the Local on its success in reaching and ratifying a collective agreement. In doing so, President Loeb noted that Local 906's efforts leading to success in this organizing campaign after more than 50 years should serve as a source of inspiration for other Locals, as it confirms that it is never too late for a Local to get back into organizing the unorganized.

"Local No. B173, Toronto-Hamilton, ON. Re: TIFF Bell LightBox" (Gavel)

**LOCAL NO. B-173, TORONTO-**
**HAMILTON, ON**
**Re: TIFF Bell LightBox**

International Representative Peter DaPrato reported to the General Executive Board on the status of the Local B-173's negotiations for a first collective agreement with the Toronto International Film Festival (TIFF) following the Local's recent certification as exclusive bargaining agent for box office staff.

Over a three week period starting in mid-February 2015, the Local was able to put together an organizing campaign which resulted in the filing of an application for certification with the Ontario Labour Relations Board (OLRB). On March 19, 2015, the OLRB conducted a representation vote whereby box office staff overwhelming voted in favour of having the IATSE represent them in their employment and thereafter certified Local B-173 as exclusive bargaining agent.

On the heels of the recent negotiations success that Local B-173 had in reaching a first collective agreement with other front of house staff at TIFF, the Local was able to formulate a strong set of bargaining proposals and bargain a first collective agreement in short order. This four-year collective agreement was unanimously ratified by the membership on July 13, 2015 and contains the following highlights: wage increases in each of the four years (2.8%, 3%, 3% and 2.5% (with the 4th year wage increase matching any increases negotiated in the Front of House collective agreement); 2% employer contribution to the CEIRP up to a maximum of $750 annually; minimum shift time increased from four hours to five hours; taxi reimbursement language for early and late shifts; contract coverage when working outside TIFF during the festival; scheduling committee created where

employees and management can work together to deal with the complex scheduling issues.

President Loeb congratulated Local B-173 and the bargaining committee for its success in both organizing the box office staff at TIFF and then negotiating a first collective agreement that will improve the lives of many new members. President Loeb also commended the Local for its perseverance in continuing its efforts with this workplace following an unsuccessful certification vote two years early and recent successes with the Front of House staff. In doing so, President Loeb stated that all Locals should note that an unsuccessful organizing drive should not be abandoned forever – local unions should re-tool and re-organize when the opportunity presents itself

"Adjournment" (Gavel)

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 4:10 p.m. on Thursday, July 30, 2015.

"Report of the IATSE Defense Fund Committee, Westin Nova Scotian, Halifax, Nova Scotia, July 28, 2015"

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

### WESTIN NOVA SCOTIAN, HALIFAX, NOVA SCOTIA JULY 28, 2015

Since the last report of the Defense Fund Committee in Charlotte, NC on January 27, 2015, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 8, Philadelphia, PA-Camden-Mercer County, NJ – Live Nation Festival Pier & TLA Petition – Legal .....16,942.50

Local No. 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN –Varsity Theater Organizing/Vikings Stadium – Legal.....7,773.15

Local No. 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI - Meijer Gardens – Legal ..... 656.25

Local No. 56, Montreal, QC – Theatre Pauline-Julien/Theatre du Vieux Terrebone/monument National – Legal .....2,601.32

Local No. 58, Toronto, ON – Toronto Artscape – Legal .....8,518.03

Local No. 118, Vancouver, BC – PSAV – Legal .....1,906.69

Local No. 122, San Diego, CA – Legoland/La Jolla Playhouse – Legal .....3,660.35

Local No. 125, Lake Porter and La Porte Counties - Ft. Wayne-Lafayette-Frankfurt-Crawfordsville, IN – Horseshoe Casino RC Petition – Legal .....28,988.20

Local No. 127, Dallas and Grand Prairie-McKinney, TX – AEG – Legal.....3,420.00

Local No. 129, Hamilton-Brantford, ON – FFP Laser Systems Canada – Legal .....1,816.86

Local No. B-173, Toronto-Hamilton, ON – TIFF Bell Lightbox – Legal ..... 4,175.40

Local No. 205, Austin, TX – Long Center – Legal ..... 2,135.00

Local No. 210, Edmonton, AB – Bailey Theatre Society/McLab Centre – Legal ....15,876.00

Local No. 212, Calgary, AB – Redemption Forsaken – Legal .....15,057.00

Local No. 262, Montreal, QC – Cineplex Entertainment – Legal .....12,906.53

Local No. 320, Savannah, GA – Lucas Theatre – Legal .....41,130.94

Local No. 500, South Florida – Kravis Center – Legal .....1,026.75

Local No. 523, Quebec, QC – Centre Videotron/Quebecor – Legal ..... 1,980.68

Local No. 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA – Sunset Cultural Ctr. – Legal ..... 3,850.00

Local No. 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista-Daytona Beach, FL – WDW Outsourcing – ESPN Wide World of Sports – Legal ..... 3,785.69

Local No. 695, Hollywood, CA – TRO – Legal .....8,961.75

Local No. 849, Maritime Provinces –
Egg Films – Legal .....136.28

Local No. 917, Atlantic City, NJ –
Atlantic City Resorts – Legal .....1,679.13

**SUB TOTAL.....$188,984.50**

INTERNATIONAL

IATSE – Save the Met
Campaign – Legal .....2,090.91
IATSE – Crew One Campaign – Legal .... 55,772.84
IATSE – Crew One/Live Nation – Legal.....3,929.50
IATSE – Axium International
Bankruptcy – Legal .....1,128.76
IATSE – Golf Channel – Legal .....52,113.38
IATSE – Oregon Shakespeare
Festival – Legal .....20,243.51
IATSE – Basic Agreement – Legal .....225,386.03
IATSE – Wisconsin Broadcast
RC Petitions – Legal .....6,121.54
IATSE – Freedom Films – Legal .....300.00
IATSE – Arbitration Euro Pictures &
Urge Productions, LLC – Legal .....2,200.00
IATSE – AQTIS – Jurisdictional Dispute –
Legal .....79,688.38
IATSE – Right to Strike – Legal .....8,850.03
IATSE – Canadian Organizing
Manual Revisions – Legal .....3,831.83

**SUB TOTAL.....$461,656.71**

LOBBYING AND CONSULTING
Thorsen French Advocacy..... 60,207.89
**SUB TOTAL.....$60,207.89**

EDUCATION
Leap Reimbursements to Locals
and/or Officers .....24,242.44
Misc. Training/Instructors/
Young Workers.....120,670.19

**SUB TOTAL.....$144,912.63**
**GRAND TOTAL .....$855,761.73**

Respectfully Submitted,
s/Matthew D. Loeb
s/Daniel Di Tolla
s/J. Walter Cahill
s/John M. Lewis
s/Anthony DePaulo

PRESIDENT LOEB: That will conclude for the time being the report of the General Executive Board Minutes.

Are there any announcements before we adjourn for the day?

## ANNOUNCEMENTS

READING CLERK HOLTGREWE: Yes, there are, Mr. President.

Local 764 raffle ticket sales – Theatrical Wardrobe Union, Local 764 from New York, is selling tickets for a chance to win a handmade quilt with sales benefiting the IA PAC. Tickets are $5 each or five tickets for $20. This is Local 764's 16th annual raffle. Tickets may be purchased from Local 764 delegates sitting in the District 10 section.

READING CLERK VERGNANO: The President's Reception will be held tonight at 7:00 p.m. on the infinity pool lagoon deck. All delegates and guest are invited to attend and attire is casual. Please enter the party through the South Palm Court. Delegates will need to wear their badges in order to be admitted.

READING CLERK HOLTGREWE: A billfold with Canadian passport was found. A blue and red billfold with a Canadian passport was found in the convention hall. If you are missing this item, please come to the General Office, Room 312-313, before 5:30 p.m. But after 5:30 p.m., please check with the concierge of the hotel.

READING CLERK VERGNANO: A pair of glasses was found outside the convention hall. They have black frames and say "John Varvatos" on them.

READING CLERK HOLTGREWE: Mr. President, that concludes the announcements.

PRESIDENT LOEB: Thank you. We will adjourn until 10 a.m. tomorrow morning.

*(At 4:51 p.m., Wednesday, July 19, 2017, the Convention was recessed, to reconvene at 10:00 a.m., Thursday, July 20, 2017.)*

# Proceedings of the Sixty-Eighth Quadrennial Convention

**International Alliance of Theatrical Stage Employees Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada**

**Diplomat Resort & Spa Convention Center Hollywood, Florida**

## FOURTH DAY - THURSDAY, JULY 20, 2017

## MORNING SESSION

The Convention was called to order at 10:00 a.m., President Loeb presiding.

PRESIDENT LOEB: The convention will now come to order. Will the delegates please rise for the invocation by Sister Courtney Cunningham, Local 154.

*(Applause)*

### INVOCATION
### COURTNEY CUNNINGHAM
### Local 154

Good morning. Today I offer both a prayer and a challenge for us.

Let us always give thanks for the blessings we have, lest we forget what it's like to be without. Let us lead our members with the integrity of our hearts for our hearts will never let us now down. Let us always look to make sure our neighbor's plate has food, because without it they won't survive.

Let us value truth more than ego, for the truth will serve us better. Let us listen more than we talk so that we may learn as much as we can. Let us not let our differences stop us from making a difference, because time is of the essence.

Let us embrace growth, not for our own benefit, but for those not yet here with us. And finally, let us always have the strength to fight the good fight, because in due time and together we will prevail. Thank you.

*(Applause)*

PRESIDENT LOEB: I would remind the delegates that in accordance with the International Constitution and the change adopted by the floor as recommended by the Rules Committee, we will suspend the regular order of business prior to 12 noon and hear the nomination of officers.

We now have a special guest from our sister union across the pond, BECTU. Spencer MacDonald is National Secretary with the BECTU sector of Prospect, our U.K. sister union, representing behind-the-scenes entertainment workers. He has overall responsibility for the union's members in film and independent production, the majority of whom are freelancers.

Spencer's experience of the trade union exceeds 30 years. Most of Spencer's work has concentrated on delivering new employment arrangements for freelance workers and he is currently involved in a number of initiatives and campaigns for improving pay and terms and conditions on major motion pictures and independent TV drama. He also holds a CILEx Professional Diploma in contract and employment law.

BECTU campaigns for the rights of freelance workers in the creative sector, lobbies hard to challenge exploitation and works to secure better pay and conditions for what is widely regarded as one of the best creative production talent bases in the world.

Please welcome our brother, Spencer MacDonald.

*(Applause)*

### SPENCER MACDONALD
### National Secretary
### Broadcasting, Entertainment, Communications and Theatre Union

Thank you, President Loeb, General Secretary James Wood, delegates, and guests, thank you for your invitation today. So there are those that say unions are a thing of the past and the idea of solidarity, unity, and community are also a thing of the past. And how many times have you heard the words "What's the union ever done for me?" or "Who needs a union?"

You can tell them, "Are you satisfied with the employer working you longer for less year after year? Are you satisfied with being divided between workers and managers and nothing in between? Are you satisfied with the employer that shuts down the voices of the majority of ordinary working people and listens only to the managers? Are you satisfied with an employer that stands in the way of you being heard?"

But nonmembers still say, "But what else? Give me some real examples." So let me share with you a few examples of how we've recruited and organized freelance members which has helped us tip the balance and makes a significance difference about how the union is viewed and treated by the rest of the industry.

But before I do that, let me show you a few of the obstacles we're up against with the employers in film and TV in the UK. The first example is I spoke to a production company who had a dispute about rest breaks. They asked me, "Do you want to speak with the boss?"

I said, "No, not really. I want to speak with someone who knows what they're doing."

*(Laughter)*

Obviously they ignored me, and the producer came to the phone. Apart from sounding like Prince Charles, he said, "Don't mention my name."

I said, "Henry, I won't mention your name."

*(Laughter)*

He went on, "Well, rest breaks are important," he said. "And time off is always granted."

So far, so good.

However, the producer went onto say, "Just ensure the work is not affected and we don't need to cover them whilst they're off."

I think that translates to "Forget it. You're not going to get a break."

I also want to read you an article about a runner. It says, "A guide to being a runner in the UK." The first thing is it says, "Wave good-bye to your social life." As with the majority of jobs in the industry, the hours are long, especially when it comes to filming. For a runner, they're even longer.

Number 2. Getting paid peanuts. As a runner, you're the bottom of the ladder when it comes to salary, so be prepared to be paid the minimum wage. But it helps to keep thinking you could be earning megabucks one day.

Finally, be happy. No one likes a grumpy runner.

*(Laughter)*

Then the final example is a member who said he was working close to a hundred hours, so to keep awake, what he did was he wound down a window so he could feel the wind on his face. He took his shoes and socks off so he could feel the pedals when he was driving, and he kept the radio on. So he had all his senses going at once.

So working without an agreement has left our industry and our members with a number of problems: Pay rates, working hours, and buyouts being the most obvious.

Strangely enough, though, the industry is growing. We had 1.6 billion spent on feature film production in the UK, and the bulk of that was inward investment. Until very recently, we didn't even have a new agreement for film or for TV. So what did we do about it?

As everyone says, every difficulty gives us an opportunity; and there's no bigger difficulty than the feature film negotiations BECTU has been involved in: The feature film talks of long-running negotiations between BECTU and the employers' association to try and reach an agreement for members working on major feature films.

We initially started with a substantial gulf between the employers and BECTU. They wanted minute rates; we wanted going rates. They wanted terms to apply to budgets greater than 75 million, and the list goes on and on.

We would also have long periods of silence when the producer simply wouldn't talk to the union. It was finally decided earlier this year that we can't continue with the okey-cokey type of negotiations. So every department decided that it would insist on their own rates and overtime for penalties working weekends. They were going to impose them.

Following this, the UK Film Council and the British Film Institute got involved to sort of help break the deadlock. They said they would pay for a conciliator and asked that we would seek the departments to withdraw this particular action. In exchange, they said they would pay for the mediator and they would also agree to conclude the negotiations within four months.

I'm pleased to announce that we finally managed to agree, and this will apply to all movies above 30 million pounds. At the beginning of this exercise, some people said that pigs will fly before the producers actually agreed to a union agreement. Well, with sufficient force, a pig flies just fine.

*(Laughter and applause)*

So the way the reps dealt with this difficult set of negotiations, the way the crew organized themselves and showed solidarity, is what being part of a trade union is all about.

And the TV drama talks was another set of negotiations we've been involved in. But in complete contrast to the film talks, BECTU started the negotiations with the independent producers about three years ago. And this was covering TV drama, comedy, and children's programs. And obviously, the absence of an agreement over many years has resulted in long-term erosion of terms and conditions and the long working hours commonly seen in TV drama.

Both sides, however, though, engaged with the process. We had a real desire to reach an agreement. Because of this, we've reached an agreement, and it represents a significant improvement in working practice in the UK TV industry.

BECTU members have now been balloted and accepted the deal with a whopping 97 percent in favor. This is a huge, huge step forward and the first time the unions have a standalone agreement for independency TV drama. This is yet another example of how BECTU recruit makes the union relevant.

The goodwill and constructive approach by the heads of TV production companies demonstrated that working together was the best for both sides. So these two sets of negotiations gets members talking about the union, meeting more regularly, helps increase membership growth, and this is all good to put in the hearts – put in the union the hearts of working lives.

Well-organized workers gives members a stronger sense of confidence and the ability to change things, which we at BECTU started to do. So people could be divided into three groups: Those two make things happen, those who watch things happen, and those who wonder what happened.

So the next time someone asks me why should they join the union, the simple answer is, "There is no limit to how bad things can get if you don't join a union."

Thanks for listening.

*(Applause)*

PRESIDENT LOEB: Thank you, Spencer. And you can hear from the issues that BECTU faces, that they face the same problems and matters that we face, and they bargain with the same employers that we bargain with, so our relationship is quite important.

## REPORT OF THE GENERAL EXECUTIVE BOARD MEETINGS (Resumed) Book 2

PRESIDENT LOEB: The first business today will be to resume with the Report of the General Executive Board Meetings, Book 2, right where we left off, page 66, Report of the General Executive Board meeting of January 11th, 2016.

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Report of the General Executive Board Meeting Held at the Diplomat Resort, Hollywood, Florida, January 11th through the 15th, 2016" (Gavel)

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

### HELD AT THE DIPLOMAT RESORT HOLLYWOOD, FLORIDA JANUARY 11 - 15, 2016

"Call to Order" (Gavel)

### CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 11, 2016 in the Diplomat 1, 2, 3 Conference Room of the Diplomat Resort, Hollywood, Florida.

"The regular Mid" –

PRESIDENT LOEB: Go ahead.

*...Reading Clerks Fry and Belsky continued the reading as follows:*

– Winter Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada convened at 10 a.m. on Monday, January 11th, 2016, in the Diplomat 1, 2, 3 Conference Room of the Diplomat Resort, Hollywood, Florida"

PRESIDENT LOEB: You need only read the heading. Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Roll Call" (Gavel)

**ROLL CALL**

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD,
General Secretary-Treasurer
MICHAEL BARNES, First Vice President
J. WALTER CAHILL, Second Vice President
THOM DAVIS, Third Vice President
ANTHONY DEPAULO, Fourth Vice President and Co-Director of Stagecraft
DAMIAN PETTI, Fifth Vice President
MICHAEL F. MILLER, JR., Sixth Vice President and Director of Motion Picture and Television Production
JOHN T. BECKMAN, JR., Seventh Vice President
DANIEL E. DI TOLLA, Eighth Vice President and Co-Director of Stagecraft
JOHN R. FORD, Ninth Vice President
JOHN M. LEWIS, Tenth Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eleventh Vice President
WILLIAM E. GEARNS, JR. Twelfth Vice President and Director of Tradeshow and Display Work
PHIL LOCICERO, Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; Assistant to the President Sean McGuire; Director of Communications Emily Tao; Director of Broadcast Sandra England; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Christopher "Radar" Bateman, Steve Belsky, Dan'l Cook, John Culleeny, Peter DaPrato, Don Gandolini, Jr., David Garretson, Barny Haines, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Brian Lawlor, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Lyle Trachtenberg, and Jason Vergnano; Retired Assistant to the President Deborah A. Reid; Staff members Marisol Correa, Asha Nandlal, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly and James Rainey, Jr.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ-Coll. of St Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 16, San Francisco-Marin Cty-Santa Rosa-Lake Mendocino-Sonoma--Napa Cty-San Mateo Cty-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 487, Mid-Atlantic Area; 491, States of North/South Carolina-Savannah, GA; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-

Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY, B20, Portland, OR; B27, Cleveland, OH; B173, Toronto-Hamilton, ON and B192, Hollywood, CA.

"Host Locals" (Gavel)

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 161, 477, 500, 600, 700, 706, 800, 798 and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Hollywood, Florida. On behalf of the Host Locals, Chris Ranung-McComb, President of Local 477, thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

President Ranung-McComb spoke on restoring the political process in the State of Florida. The State has about 12 million registered voters, 15% of whom are union members. They have a 5% voter majority of Democrats to Republicans. Working families get stone-walled because Florida has a Republican majority of the State Senate and a Republican super-majority of the State House. He urged everyone that we have to start now and "Get Out The Vote."

Terry McKenzie, Business Agent of Local 500 also wished the Official Family a warm welcome to Hollywood, Florida.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly. President Loeb mentioned that the 68th Quadrennial Convention will be held in 2017 at the Diplomat Resort. He also noted that the IA has held six conventions and eight General Executive Board meetings in Hollywood, Florida.

President Loeb addressed the political comments by assuring the commitment and support of the Alliance with regard to political activism. Florida is in fact a pivotal and important state for the 2016 Elections.

"Introductions" (Gavel)

## INTRODUCTIONS

At the onset of the Board meeting, President Loeb introduced the following new members of the Official Family:

*Dan'l Cook, International Representative, Tradeshow and Display Work*

Dan'l Cook has been a member of IATSE Local 720 since 1995. He began his career in Las Vegas show rooms working as a spotlight operator and stage electrician. In 1997 Dan'l transitioned into the convention industry working as an audiovisual technician and Job Steward. In 2001 he was hired as an assistant training manager and trainer for the IATSE Local 720 Training Trust. Dan'l has served on the Executive Board of his Local as 3rd Vice President and Trustee.

From 2008-2015 Dan'l held the position of President of Local 720 and Trustee of Local 720's Pension, Training and Disability Trust Funds. In 2009 International President Matthew D. Loeb appointed him to the District 2 Executive Board. He has also served the International as a trainer for the AV Essentials class at various Locals throughout the United States. From 2013 to the present he holds the position of President of the Nevada State AFL-CIO and chairman of the Board of Governors for the Grace Carroll Rocky Mountain Labor School.

*Steve Kaplan, International Representative, Motion Picture & Television Production Department*

Steve began his career as an Organizer for The Animation Guild, Local 839 IATSE in 2010 with the goal of organizing the animation and visual effects fields. As the Guild's organizer, Steve made significant headway in outreach and education about unionization with the Visual Effects industry during their time of upheaval. Steve saw success organizing non-union teams of animation artists at Starburns on the "Rick and Morty Show" as well as the CG artists at Nickelodeon.

Steve was successful at organizing internally by increasing the value of 839 membership through the Local's training and engagement programs. In 2014, Steve took on further responsibilities with the Local by supervising the upgrade and then regular maintenance of the Guild's website, assuming the editorial responsibilities of the Guild's monthly publication, The

Pegboard, as well as assuming Field Representative duties at signatory animation studios in Los Angeles.

Before his job with the Guild, Steve worked as a Visual Effects artist directly for Visual Effects Supervisor John Nelson on a small in-house team for the production of "Sorcerer's Apprentice." Before that, Steve had a steady freelance visual effects career in Los Angeles that saw work in features, commercials, and television and industrial productions.

*Andrew Kahn, Associate West Coast Counsel*

Andy has been a union-side attorney for twenty-seven years. He attended UC Berkley School of Law and clerked for the 9th Circuit Judge James Browning. He taught labor law at UC Berkley School of Law in 2014 and has represented a variety of union employee groups including Hotel and Restaurant Workers, Building Trades, and Grocery Clerks. His focus was on union speech issues, and assisted in organizing and contract campaigns, particularly through comprehensive campaigning. Before he attended law school, he was a researcher for four years for the AFL-CIO and then for SEIU, primarily for the Los Angeles County Employees Association. He was born in New York City to an AFT member and grew up in the New York suburbs. He attended Harvard College where he started working for the labor movement. He will be working out of the IATSE West Coast Office with West Coast Counsel, James Varga.

*Krista Hurdon*

Krista has been formally appointed as an International Representative. Krista was the Canadian Office's Operations Manager for thirteen years prior to this appointment.

*Nate Richmond*

Nate Richmond has been promoted to Operations Manager of the IATSE Canadian Office.

"Retirement of Assistant to the President Deborah A. Reid"

## RETIREMENT OF ASSISTANT TO THE PRESIDENT DEBORAH A. REID

As one of the first orders of business during the opening session of the 2016 Mid-Winter General Executive Board meeting, Assistant to the International President Deborah A. Reid addressed the Board publicly announcing her retirement, which officially occurred on October 7, 2015.

She recounted that after her freshman year of college in 1974 she applied for a secretarial position in the IATSE General Office, working for International President Walter F. Diehl. At her retirement, Assistant to the President Reid had worked in the administrations of four International Presidents, including that of current IA President Matthew D. Loeb. And, although she did not work for President Emeritus Richard F. Walsh, Assistant to the President Reid recounted that she knew him from his attendance at many Board meetings early in her career.

Assistant to the President Reid is a member of the IATSE Special Department California Branch. In 1994 she was appointed International Representative and was the first woman to be appointed to the position of Assistant to the President in 2004.

Assistant to the President Reid described the positive changes to the IATSE in size and influence over the course of her career including, but not limited to, the expansion of the General Executive Board; growth in membership and treasury; the purchase of office buildings in Toluca Lake, Toronto and the General Office in New York. She is most proud of the roles she played in the IATSE's purchase of a West Coast Office building and in the International's political program, which she spearheaded until her retirement. She extended warm appreciation to President Loeb, General Secretary-Treasurer James B. Wood, the General Executive Board, retired Representative-in-Charge of the West Coast Office Joseph Aredas, former General Counsels Harold P. Spivak, Steven B. Spivak, Dale W. Short, General Counsel Samantha Dulaney and West Coast Counsel James G. Varga, and all Officers, Representatives, local union representatives and delegates for their constant support and mentorship over the course of her long career with the International.

On behalf of the International and all of its Locals, President Loeb expressed sincere gratitude to Assistant to the President Reid, remarking that she has two families, that into which she was born and the IATSE, the family she chose. He remarked that there is no one more dedicated to the IATSE than Assistant to the President Reid. He announced that in appreciation for her tireless commitment to the Alliance, the semi-annual IATSE Political Action Committee reception would be held in her honor during the week of this Board meeting. At the conclusion of President Loeb's remarks, those in attendance saluted Assistant to the President Reid with a convivial standing ovation.

In addition to the IATSE-PAC reception where President Loeb presented her with an award for her service, other events in honor of Assistant to the President Reid during this Mid-Winter Board meeting included a dinner hosted by the IATSE East Coast Council and a special presentation by the IATSE Women's Committee.

PRESIDENT LOEB: Microphone 3.

DELEGATE JOHN W. CAHILL, Local 487: Walter Cahill, delegate from Local 487. I was privileged, in the 16 years that I was an International Vice President, to work closely with Debbie Reed. No one poured more of their heart, soul, blood, toil, tears, and sweat into our Alliance than Debbie. As many of you know, Debbie hates being in the spotlight. But today, I want everyone to know in this hall how much better off our Alliance is because of Debbie's over 40 years of dedicated service to the International.

Thank you, Debbie.

*(Standing ovation)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"General Executive Board Meeting Minutes, Mid-Summer Meeting, July 27th through the 31st, 2015, Halifax, Nova Scotia" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES
**Mid-Summer Meeting – July 27-31, 2015 – Halifax, Nova Scotia**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in Halifax, Nova Scotia, the week of July 27-31, 2015.

Upon a motion duly made and seconded, the Board voted unanimously to approve the minutes.

"Report of the General Secretary-Treasurer" (Gavel).

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer, James B. Wood reported to the Board on the financial status of the IATSE.

*Membership Growth*

During 2015, a record was set in the General Office in terms of the number of "A" membership applications that were processed. That number was 9,102 and surpassed the previous record of 8,658 that had stood since 1996.

The total membership of the Alliance continues to grow and has now reached the highest number in history at 125,841. This is an increase of 3,724 during 2015 and an increase of 8,346 members since the last International Convention in July 2013.

*68th Quadrennial Convention*

The next International Convention will take place in July 2017 at the same property as this General Executive Board meeting. The mid-summer meeting of the General Executive Board will precede the convention and take place from July 10 – 14, 2017 and the Convention itself will take place from July 17 – 21, 2017. The District meetings will occur during the weekend between the conclusion of the Board meeting and the start of the convention. The room rate will be $199.00 per night single/double occupancy. Some preliminary preparations are already starting in the General Office and those preparations will continue to increase throughout 2016 and early 2017.

*Audited Financial Statements*

As was reported during the Halifax General Executive Board meeting, the accounting firm of Schultheis & Panettieri completed their audit of the International and those financial statements were published in the Third Quarter issue of the Official Bulletin.

The year-end of April 30, 2016 is fast approaching and in the next few months, the auditors will once again begin their annual audit. The growth in membership combined with controlled expense growth has provided positive net income numbers thus far in the fiscal year and that is expected to continue through the remainder of the year.

*Local Union 2016 Supplies*

The process of sending the 2016 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2015 and purchased the necessary amount of per capita stamps for 2015.

As of the commencement of this General Executive

Board meeting, all but 54 of our 372 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2016 supplies and membership cards.

Local unions that have not received their supplies should contact the General Office to determine which issues need to be resolved.

*Information Technology*

The day-to-day amount of administrative issues and help desk type of functions that our IT Administrator Jimmy Rainey now performs is quite substantial given the increased number of staff and Representatives and the ever-increasing amount of technology that we are now deploying to support those employees in the performance of their jobs. However, two individual projects have recently been commenced which should be specifically mentioned.

The first project involves an expansion of the database functionality in order to begin to capture additional data particularly related to activism. Many individual departments are presently tracking such items, but by centralizing this information within the International's database, all departments will be able to obtain information from a centralized source.

A second project that is in the early stages of development will allow the International to have an online organizing tool that will allow for the creation of a campaign in a matter of minutes.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2015, royalty payments totaling almost $175,000 were received.

2. There are now 249 of the International's 372 local unions using the online system for completing and submitting Quarterly Reports and these local unions represent almost 97% of the total membership of the Alliance. This system continues to be promoted during the Officer Institute training and local unions continue to register.

3. The campaign to encourage members to receive the Official Bulletin in electronic format has continued and almost 14,000 members now receive the Bulletin in that manner.

4. The emblem of the IATSE has long been a registered trademark and we are vigilant in protecting its use. In November of 2015 the Canadian registration for the emblem came due and it was renewed for the maximum allowable fifteen years as was the phrase "I Am The IA" and "The Union Behind Entertainment".

5. The sample Constitution and Bylaws booklet that is available from the International has been translated into Spanish and the French translation is almost complete.

6. The International continues to charge fees for consultation responses for INS Visas. During 2015, over $900,000 in fees were collected and as per prior General Executive Board action, all of that revenue is deposited in the Building Fund. The volume of work has increased to the point that we have now assigned a dedicated staff person in the General Office to handle this task.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2015 through September 30, 2015 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City on November 10-12, 2015 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order. President Loeb thanked the Trustees for their important work. The report of the Trustees was accepted and approved by the Board.

"Appearance: Local No. USA829 United, States Re: Organizing Activities"

## APPEARANCE: LOCAL NO. USA829, UNITED STATES

**Re: Organizing Activities**

Local USA829 National Business Agent Cecilia Friederichs made an appearance along with Local USA829 Business Representatives Carl Mulert, Kevin S. Sciotto, Patrick S. Landers, Martha Mountain and Susan Gammie to report on Local USA829's recent organizing efforts.

The Local's recent activities included a membership organizing drive for theatrical designers; an initiative to improve conditions for Off-Broadway designers in New York City; a first contract for costume department coordinators on motion pictures in the New York City area; and a successful member mobilization to

encourage the New York Times to properly credit designers in the newspaper's theatrical reviews.

It was first reported that as part of its efforts to strengthen the Local, USA829 periodically offers a streamlined membership process for qualified theatrical scenery, projection, costume, lighting, and sound designers. In 2015, the Local commenced a successful membership drive of this sort. Members across the U.S. were encouraged to reach out to unrepresented designers and urge them to take this opportunity to join. It was reported that USA829 staff across the country were heavily involved in this process with head Theatrical Business Representative Carl Mulert serving as nationwide point person. The new member applications were reviewed by a panel of USA829 designers in all disciplines. Ultimately, over 350 individuals were brought into membership. It was noted that—as a result of this drive—the Local has witnessed activism and involvement by these new (many young) members and renewed energy within its existing membership.

It was next reported that the Local recently embarked on a push to strengthen working conditions for Off-Broadway designers. Historically, USA829 members worked in this sector on a project-by-project basis but the Local did not truly seek to organize Off-Broadway theatres, producers and producing groups. Changes in this work have now caused designers to take action collectively. At the request of its members, the Local formed a committee to confront Off-Broadway conditions and improve pay scales for this increasingly demanding work. The committee has conducted meetings to engage current members and completed extensive outreach, including one-on-one conversations with dozens of designers who work Off-Broadway. The Local has reached out to many early career non-members who fill Off-Broadway roles (who it now calls "pre-members") to build wide support and a communication network. The committee has also contacted other creative groups with Off-Broadway ties to solicit their support. With this project, USA829 looks forward to eventually establishing a collective bargaining agreement with terms that can be extended to other small producers.

The third topic reported upon was Local USA829's successfully organizing campaign covering costume department coordinators working on motion pictures in the New York City area. It was reported that the title of "costume department coordinator" is generally held by young costume designers in the industry. In 2013, USA829 was approached by costume department coordinators seeking representation. One member came to the Local with a petition signed by over forty individuals in that classification (plus many costume designers who supported them). USA829 met with Local 764, which was supportive of the effort, and requested permission from President Loeb to represent these workers. That permission was granted and USA829 representatives met with workers over the next several months to develop campaign strategies. It was noted that USA829 Business Representative Patrick Landers was instrumental in this campaign. Representation cards were gathered from a vast majority of people working in the costume department coordinator classification. The Local concluded that it could file National Labor Relations Board representation petitions involving five separate companies. After commencing its filings, USA829 was contacted by the AMPTP, which offered to voluntarily recognize the union and negotiate a global contract for all companies. On September 19, 2015 a first contract covering costume department coordinators was attained. The contract includes full health, pension and annuity benefits, overtime provisions, and holidays. At a special October 6, 2015 meeting, the contract was unanimously ratified. It went into effect on October 18, 2015.

Finally, it was reported that USA829 led a successful effort to restore theatrical designer credits to the New York Times theater reviews. In September 2015, the newspaper stopped publishing this credit section. USA829 wanted the credits restored and its designers to continue to be publicly credited. The Local took action to voice its concern to the Times. People spread the word extensively using social media. Over 850 members of the Local, including many prominent theatrical designers signed a letter to the newspaper as did President Loeb and dozens of well-known playwrights. Ultimately, these efforts paid off and by mid-October 2015 the credit listings had been restored to the New York Times theatrical reviews in both print and website versions.

It was noted that as a result of its member organizing efforts USA829 enrolled an additional 498 members in 2015. It was further noted that the Local has grown from approximately 2,300 to approximately 4,500 members in the past twenty years.

President Loeb thanked those reporting. He added that USA829 is responsive, creative, and aggressive about organizing. The Local has completed well-conceived organizing drives throughout its industries and in doing so has built bargaining power and enrolled people who complement its current members.

PRESIDENT LOEB: Microphone 2.

DELEGATE CECILIA FRIEDERICHS, Local USA829: Good morning, Mr. President. Cecilia Friederichs, United Scenic Artists Local 829. In this – it was sort of a big organizing report, but I would just like to thank Vice President Mike Miller for the part of this report that was about organizing costume design coordinators, costume department coordinators. He was always there on the phone for me and helping us to coordinate, making big trouble with the movie companies for a few people, a few young people who needed help.

And also to thank Local 764 who understood that we as a union – sometimes it's okay to give up some jurisdiction and give it to someone else who is able to represent a group of people; and they did that willingly and I thank them for that. So thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Appearance: Local One, New York - Westchester - Putnam Counties, New York Re: Local One merger with Local 340"

## APPEARANCE: LOCAL ONE, NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NY
**Re: Local One Merger with Local 340**

The following officers of Local No. One reported to the Board on the noteworthy merger of Local 340 into Local One: President James J. Claffey, Jr., William Cassidy, Second Vice President (former Local 340 President), Theatrical Business Manager Kevin A. McGarty, Television Business Manager Robert C. Nimmo, and Representative Robert M. Sullivan (former President of Local 340).

Prior to the merger, Local One's jurisdiction included three of the five boroughs of New York City, including Manhattan, Bronx, and Staten Island; as well as, Westchester and Putnam Counties. The jurisdiction of Local 340 included Nassau and Suffolk counties on Long Island. President Claffey advised that the merger discussions began over five years ago. The officers and members of Local 340 were deliberate in their proceedings and discussions about the merger because the decision was not an easy one. Local 340 was chartered in 1922 and had a significant, honorable history.

As a result of the merger, Local One's jurisdiction now covers the following counties: Bronx, New York, Richmond, Nassau, Suffolk, Westchester and Putnam. The officers thanked President Loeb for his guidance and support throughout the process.

President Loeb remarked that he approved the merger agreement because it was the right thing to do. He noted that the agreement was ratified by a 2:1 vote, which is a solid mandate from the members. He stated further that the merger will allow for progress, including broad organizing opportunities on Long Island. President Loeb commended both memberships for their foresight. He wished them well and stated that he looks forward to reports of progress.

PRESIDENT LOEB: Microphone 2.

DELEGATE KEVIN A. McGARTY, Local One: Mr. President, Kevin McGarty Local One Business Agent, the mother Local. Just to highlight the fact and going along with the theme, certainly, of what we're here to listen to and take away from this, growth and strength, this is certainly a report that designates our growth, and, obviously, to the betterment for all that are around in 340, in Nassau and Suffolk Counties. So, I thank you for your help and your wisdom in allowing this to go forth. And we're thrilled to have the former brothers and sisters of 340. And we continue to lift their standards and continue to make more and more progress in organizing out in the hinterlands in 340. Thank you, sir.

*(Applause)*

PRESIDENT LOEB: Thank you, Kevin.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Appearance: Local One, New York - Westchester - Putnam Counties, New York, Re: The Broadway League and Manhattan School of Music" (Gavel)

## APPEARANCE: LOCAL ONE, NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NY
**Re: The Broadway League and Manhattan School of Music**

Local One Officers President James J. Claffey, Jr., Theatrical Business Agent Kevin A. McGarty, Television Business Agent Robert C. Nimmo, and Representative James J. Claffey, Sr. appeared before the Board to report on the successful organizing of the Manhattan

School of Music (MSM) located in Morningside Heights, NY. Founded in 1921, the MSM is a premier international conservatory with eight performance spaces/studios. The organizing campaign was begun in 2013 and concluded in 2015. The Local proceeded cautiously, ever mindful that this work is exactly that under contract with other employers. Brother Nimmo explained that Local One sought to provide area standard terms and conditions of employment for the workers at the MSM. He advised that the contract was ratified. Brother Claffey thanked Local One Organizer Daniel Gilloon who has since retired for his work on this campaign.

President Loeb remarked that Local One has positively changed the lives of the workers at the MSM, while simultaneously securing and preserving its jurisdiction. He congratulated the workers at the MSM and the Local for a job well done.

The Local also reported on its negotiations with The Broadway League which recently concluded. Brother Claffey reported that what usually takes much longer to achieve only required nine meetings this time. He noted that Broadway is thriving and the negotiations took place against that backdrop. Although it took a marathon twenty-three hour session and President Loeb's presence on the last day in order to reach a deal, the parties settled on an agreement to their mutual satisfaction. The agreement includes increases to wages and meaningful contributions to the Local One health plan. Brother Claffey thanked President Loeb for his assistance and reported that the contract was ratified unanimously.

President Loeb congratulated the Local for concluding its collective bargaining agreement, observing that what Local One is able to achieve inures to the benefit of the IATSE Locals that follow.

"Appearance: Local No. 632, Northeast New Jersey Re: Art Matters" (Gavel)

## APPEARANCE: LOCAL NO. 632, NORTHEAST NEW JERSEY

**Re: "Art Matters"**

Kevin O'Brien, President of Local 632 made an appearance before the Board along with Local 632 Vice President James Villani, and Local 632 Business Manager Joseph Villani to report upon his role as a member of the New Jersey State Council on the Arts and that agency's implementation of a program called "Art Matters."

It was noted that Brother O'Brien was first nominated to the New Jersey State Council on the Arts in 2008. He has since been reappointed to the council and continues his service to date. The Council periodically carries out specific programs for New Jersey's arts and cultural organizations and Art Matters is one such program. It raises the profile of New Jersey's arts institutions and in doing so highlights the social and economic benefits of the arts for local economies throughout New Jersey. The report included a demonstration of the Art Matters website. With the anticipated success of Art Matters, the cultural interests of New Jersey communities will be enhanced and it will generate employment opportunities for members of the Alliance.

President Loeb thanked Local 632's officers for their appearance and remarked that this is an example of diligent activism. The arts are an essential part of the economy and this creates an environment where our members our protected and jobs are created.

"Appearance: Local No. 750, Chicago, Illinois, Re: Billboard Award" (Gavel)

## APPEARANCE: LOCAL NO. 750, CHICAGO, ILLINOIS

**Re: Billboard Award**

Local 750 Business Agent Daniel P. Garnett reported on the technological advances that have altered the selling and distribution of tickets to the consumer. He advised that ticket technology has undergone a seismic shift in the last ten years. During that time ticket sales have changed from in-person contact at box offices to more indirect ways of purchasing tickets using computers and mobile devices. Local 750 has taken the initiative to educate its membership about these new distribution methods. It has kept abreast of the technological advances in digital ticketing and has seen an increase in jobs under union agreement in order to deal with issues presented by modern distribution methods. The Local has worked events at, and has agreements covering, the Auditorium Theatre, Live Nation Chicago, Soldier Field, McCormick Place and Navy Pier. It will continue to stay up-to-date and even in front of developments in ticket purchase and distribution in order to maintain and secure jurisdiction on behalf of its members.

President Loeb noted that this is a challenging part of the live entertainment industry, but Local 750 has shown tremendous foresight and agility in tackling these technological changes straight-on. He observed that the education and training described by Brother Garnett has been crucial in helping the Local maintain

its collective bargaining agreements and relationships. He stressed that the IATSE and its Locals must be able to meet the challenges posed by changing industries and technology, noting that Local 750 is meeting the test. He advised that he is in discussions with International Trustee and Education Department Director Patricia A. White about Local 750, with the goal of educating other treasurers and ticket seller Locals. President Loeb concluded his remarks by pointing out that this is our work and it is growing—not shrinking—as a result of technology. He extended his appreciation to Local 750 on the significant work it is doing.

"Appearance: Local No. 514, Province of Quebec Re: Local Training and Health and Safety Program" (Gavel)

## APPEARANCE: LOCAL NO. 514, PROVINCE OF QUEBEC
### Re: Local Training and Health and Safety Program

IATSE Local 514 Business Agent Michel Charron appeared before the General Executive Board to report on the successes of Local 514's health and safety and training initiatives which are funded exclusively by employer contributions to the Local's health and safety fund.

Charron reviewed the training certification statistics for the Local. Since 2007, the Local has conducted 413 training sessions for members which have translated into 3,175 certifications being issued. In 2015, the Quebec Ministry of Labour and the Ministry of Education certified the Local as a government recognized training organization. The Local currently has three certified "train the trainer" members. Training courses offered by the Local over the years include, among others, WHMIS, first aid, AED/CPR, fall protection and rescue, fork lift operation, ETCP Arena Rigger certification and scaffolding inspection. All course programing accords with federal and provincial regulations and have been adjusted to the workplace reality of the television and film industry. Charron explained that the Local also uses its health and safety fund to provide members with IA branded health and safety equipment free of charge and administers a safety shoe reimbursement program which has paid out more than $167,000 in reimbursements to over seven hundred members since 2012. The Local has also sponsored the installation of seventeen AED units located in member workplaces and the Local's offices.

President Loeb applauded Local 514 for establishing such a comprehensive health and safety and training program for members in such a short period of time. He noted that the International will assist and support all Locals across North America that strive for similar membership training successes of their own.

"Appearance: The Actors Fund" (Gavel)

## APPEARANCE: THE ACTORS FUND

Joseph Benincasa, President and Chief Executive Officer of the Actors Fund, gave an engaging presentation to the Board about the programs offered by the Fund. The Actors Fund was founded in 1882. It is a National Human Services Organization that helps all professionals in the performing arts and entertainment community, including film, television, radio, theatre, music, dance and opera. In 2014, the Fund assisted more than 21,000 people directly in forty-five states. The Fund is a safety net, providing programs and services for those in need, crisis or transition. It has an operating budget of $33 million dollars and receives support from individual donors, foundations and corporations, government agencies, special events, Broadway Cares, industry unions and employers. In fact, the International is a regular contributor to the Fund. Over the past five years, 6,183 IATSE members from eighty-three Locals received assistance.

President Loeb sits on the Fund's Board of Trustees. Among other programs/services, the Fund operates four residences, providing affordable housing in New York and Los Angeles. It also operates the Lillian Booth Home in Englewood, NJ, providing assisted living and skilled nursing care. The Fund is currently campaigning to rebuild, expand, preserve and operate that facility. In the last five years, forty-three IATSE members have lived at the home; presently, sixteen members reside there. Brothers Kevin M. O'Brien, of Local 632 and Daniel D. Dashman of Locals One and 798, expressed heartfelt thanks to Mr. Benincasa, each remarking that he had family members who had been helped by the Fund and who had resided at the Lillian Booth Home.

President Loeb remarked that as he did in 2009, he is requesting that all IATSE Locals make sizeable contributions to the Fund's campaign to refurbish the Lillian Booth Home, adding that the IATSE will participate in a "significant way." He thanked Mr. Benincasa for his appearance and for the work the Fund does on behalf of IATSE members and their families. Mr. Benincasa thanked President Loeb for his leadership and commitment to the Fund. He thanked IATSE Locals for their past and continued support.

"Appearance: IATSE Training Trust Fund Re: 2015 Special Project Updates"

## APPEARANCE: IATSE TRAINING TRUST FUND
**Re: 2015 Special Project Updates**

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund ("TTF"), made an appearance before the Board to give a status report on developments and activities of the Training Trust. She was joined by Participant Trustees Julia Neville, Patricia A. White and James G. Varga. A major 2015 project of the Training Trust Fund, developing a customized entertainment safety curriculum for use by all Locals, is coming to a close. The content of the UCLA curriculum is complete. The finishing touches are being put on the design and then the package will go to print.

The Training Modules include Basic Safety, Biological Hazards, Hazard Communication, Chemical Protection, Electrical Safety, Fall Prevention and Arrest, Elevated Work Platforms, Scaffolds, and Lift Safety Awareness, Ergonomics, Noise Exposure, Confined Spaces/Small Spaces, Firearm Safety and Lockout/Tag out among others. The modules are intended to convey best safety practices.

The materials themselves are interactive – not lecture-based, and are designed to be used by novice or experienced instructors. They are written using adult-learning principles and strategies.

Participants are engaged through activities and the use of case studies. IATSE worker voices are reflected throughout the curriculum making it Entertainment-industry specific. The case studies are based on real-life experiences, giving whoever is teaching options for customizing the modules through the use of the case studies. Notes and teaching scripts are inserted throughout the instructor manual prompting teachers along the way.

The next step is getting these modules to the Locals who apply for them. The process for applying for the curriculum and receiving orientation to the curriculum will be similar to the application for other curricula and will be posted to the TTF website soon.

Locals wanting to use any of the TTF curricula to train their members should submit an application to the Training Trust Fund. The TTF will assure the Local's member trainers receive the necessary orientation and are ready to start training using the Training Trust Fund materials. The application is on the TTF website.

The Trust is further developing the resources that will be available so that the TTF can better support Locals engaged in all types of training courses. Many of these resources are posted on the website. Others may be obtained by contacting the Trust Fund office.

The second major new resource since the last GEB meeting is a booklet that serves as a guide for local unions on how to develop their own training program that suits the needs of their members and employees. This primer on developing training programs and courses is available on the TTF website. It is designed to be a review primer that breaks down material covered in our popular Train the Trainer course with some added resources. It can also be used by those unable to attend the Train the Trainer as a basic guide to putting together training courses.

The 2015 Area Standards Agreement (ASA) calls for contributions to the TTF for those working under it. Pursuant to this agreement, the TTF is partnering with the Contract Services Safety Pass program to offer the online A and A2 safety courses to IATSE workers working under the ASA.

The TTF staff has been working closely with Safety Pass program staff on this special program rollout, and details will be available over the winter and spring as the roll-out is finalized.

The Training Trust Fund spent a great deal of time over the past six months enhancing capacity building, technical assistance and resources. There is curriculum available for use, a trainer database to help local unions find the right trainer for courses and templates for use in training. The TTF invites all Locals to share their trainer recommendations and curriculum they wish to allow others to use.

It was noted that up-to-date information about TTF programs, news and resources developed/shared are available on the website at www.iatsetrainingtrust.org. Locals are encouraged to send updates about trainings and other training related news so the TTF can help share this news. There is also a TTF newsletter that can be subscribed to while visiting the website.

Information about how to access any and all TTF programs and resources can also be found on the website. The trainers shown there have gone through training on the TTF Entertainment Safety curriculum with one of the ICAP seasoned instructors. Also - if a Local has an OSHA Outreach Trainer or is interested in developing a new OSHA Outreach Trainer, please contact the TTF.

The TTF will continue to offer a reimbursement to Locals that send their own member trainers to the OSHA Training Institute to become OSHA Outreach Trainers. Many Locals have made use of this opportunity. Contact the Training Trust Fund for more information.

As per the Area Standards Agreement (to add five Participant Trustees and five Employer Trustees from the AMPTP), five new Participant Trustees were recently appointed by President Loeb. They are: Joseph D. Aldridge of Local 720, Kevin L. Amick of Local 479, Murray K. Campbell of Local 484, Greg McCutcheon from Local 481 and Beverly Miller, President of Local USA829. The Trust Fund has also added two new staff members – Mark Arteaga, Controller and Bill Mc Cord, Training Implementation Specialist.

The TTF held OSHA classes in Dallas, Atlanta, Chicago, Nashville, New York, Cleveland and Boston in 2015. Over two hundred and five IATSE workers were reached with more than 2,082 cumulative hours of training. Since the inception of this program, the Trust has reached over 1,122 IATSE workers with over 12,416 hours of safety training. Between the calendared OSHA 10 classes and supported OSHA 10 classes, the Trust has reached over 1,750 people with over 18,735 hours of cumulative training.

In 2015, one hundred and ninety-eight IATSE safety and skills instructors were trained through the Train the Trainer course. Those trainers have conducted 95+ trainings for 1,900 IATSE workers equaling a grand total of more than 17,050 cumulative hours of training. It was noted at the last GEB in July, that only seventy-seven IATSE workers had received training and they had conducted sixty-five trainings for 1,515 workers totaling 14,400 hours of training. That's a 157% increase in the number of trainers trained in the second half of the year.

This year, the Training Trust has supported classes from Omaha and St. Louis, to Reno and Buffalo, and to Halifax. Trust Fund support reached more than five-hundred IATSE workers with over 5,830 cumulative hours of training. Since the inception of the Supported Course program, over nine-hundred-fifteen workers have been reached with more than 9,525 hours of training.

More than forty-five IATSE workers have been reimbursed for over fifty ETCP, CTS or AED exam/certification fees this year. Back in July, only twenty-nine workers had applied for thirty-one certification or exam reimbursements. Over two hundred and forty-six individuals have received reimbursement for two hundred and sixty-seven certifications and/or exams since the program was first created. Individuals may now apply for up to $100 reimbursement for the AED class/certificate and up to $1,600 for SPRAT certification. SPRAT certification funds are limited so preference may be given to Locals with TTF language in their agreements.

The Trust added more than eighty-five new major employers as a result of the Area Standards Agreement making for 1,323 employers who are or have been signatory to the TTF since its inception, up from 1,135, as reported at the last GEB. It was also reported that ninety-one Locals have language in their agreements making their employers signatory to the Training Trust Fund and calling for contributions to the Training Trust Fund.

In 2015, over 3,130 IATSE workers were reached through 135+ classes and more than 38,915 hours of training. The 2015 numbers represent a 207% increase in the number of people served and a 154% increase in the number of cumulative training hours over the previous year. Once again, much of the growth in the number of people reached can be attributed to the Train the Trainer program.

The Training Trust Fund is gaining national recognition for its unique approach to incumbent worker training. Training Trust Fund Executive Director, Liz Campos and IATSE Education and Training Department Director, Patricia A. White were asked by the International Foundation of Employee Benefit Plans to teach at the Institute for Apprenticeship, Education and Training in Rancho Mirage, CA. The panel addressed recruitment and retention strategies in training programs.

In conclusion, Campos noted that the Training Trust Fund has reached just shy of 5,350 IATSE workers with two hundred and thirty-nine classes and more than 68,600 cumulative training hours. In addition, two hundred and forty-six individuals have been served through the Exam Reimbursement program.

The Training Trust Fund expressed sincere thanks to President Loeb; General Secretary- Treasurer Wood; the Board and Department Directors; International Vice President Michael F. Miller, Jr. and Buffy Snyder of the West Coast office and IT Administrator Jimmy Rainey for all they do to support the work of the Training Trust Fund. Thanks were given to the Trustees and Staff for all of their hard work, the ICAP, Ben Adams and all of the IA reps who support the work of the Trust.

Extra special thanks were extended to all of the Locals that work with the Trust in many ways -- from bargaining for employer contributions, partnering with the Fund to use their space for programs, offering to share their resources, participating in programs, putting on supported courses, and much, much more.

PRESIDENT LOEB: Microphone No. 7.

DELEGATE MARK H. WEINGARTNER, Local 600: Mr. President, I'm Mark Weingartner, delegate from Local 600. We want to thank you, we want to express our gratitude to you, Mr. President, for your strong leadership in education and training, and to Pat White, Robyn Cavanagh, Liz Campos, and all those trainers and instructors who are delivering these programs from coast to coast. These programs help us offer better training to members, help us to better serve and represent them, and help them to stay safe at work.

I encourage all Locals to take advantage of the training opportunities available to us through the IATSE and the Training Trust Fund.

I would also like to add a personal shout-out to Luz Angelica Vazquez in the Training Trust Fund office who has cheerfully accommodated our scheduling challenges. Thank you, Mr. President.

PRESIDENT LOEB: Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Appeals: Armando Dasilva v. IATSE Local 129, Hamilton-Brantford, ON" (Gavel)

## APPEALS: ARMANDO DASILVA V. IATSE LOCAL NO. 129, HAMILTON-BRANTFORD, ON

The General Executive Board considered Brother Armando DaSilva's November 20, 2015 appeal of President Loeb's decision dated October 22, 2015. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother DaSilva's appeal and resolved to communicate this decision to Brother DaSilva in writing in accordance with the advice of legal counsel. International President Matthew D. Loeb, and International Vice Presidents C. Faye Harper and Colleen Glynn abstained from participating in any debate and/or vote in relation to this appeal.

"Activism Manual" (Gavel)

## ACTIVISM MANUAL

International Vice President and Director of Motion Picture and Television Production Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Krista Hurdon and Communications Department Director Emily Tao reported to the Board on their efforts to assemble the IATSE Activism Manual, a guide for local unions of the Alliance interested in engaging in activism within their Local.

Vice Presidents Miller and Lewis volunteered to oversee the creation of such a booklet. Representative Hurdon was assigned to conduct research and create a first draft. At the Mid-Winter 2015 General Executive Board meeting in Charlotte, Representative Hurdon met with Vice Presidents Miller and Lewis and Assistant Motion Picture Department Director Vanessa Holtgrewe to receive their input and finalize content. The final draft of the Manual provides direction to Locals on identifying possible forms of activism, identifying activists within Locals, managing activists, and conducting campaigns. Director Tao and Outreach Coordinator Molly Katchpole assisted in finalizing the format of the Manual. The Communications Department emailed the Manual to all IATSE Locals, with the French version being sent to all Quebec-based Locals. The Manual has also been posted on the IATSE website under the "Get Involved" section.

President Loeb thanked all those involved with the creation of the Activism Manual. In doing so, he noted that the Manual will become a useful tool for Locals looking to engage their members and stimulate activists.

"Big Ten Network"

## BIG TEN NETWORK

Broadcast Department Director Sandra England and International Representative Fran O'Hern reported on recent collective bargaining negotiations following the IA's successful election as representative of broadcast technicians working for Big Ten Network in Wisconsin and Minnesota. It was reported that throughout 2015, Broadcast Department representatives met several times with Big Ten Network executives and labor relations representatives of Fox Entertainment Group (a parent company of Big Ten Network). The technicians sought higher pay, clear working conditions and coverage under the

IATSE National Benefit Funds. The company wanted to implement less favorable conditions and lesser pay increases for work on sports content that ostensibly produces smaller amounts of revenue for the Big Ten Network.

Significant details were debated but a fair contract resulted from the negotiations that includes wage increases for technicians working on all Big Ten Network content in these markets. For all work performed under the contract, technicians will receive contributions to the National Benefit Funds. The membership promptly ratified this landmark contract, which the leaders of Locals 745 and 414 were instrumental in negotiating. The Broadcast Department is confident that additional Big Ten markets will soon also be under contract.

President Loeb thanked those reporting and remarked upon the sizable gains made by the new contract. He reiterated the Alliance's commitment and ongoing pursuit of fair working conditions for all broadcast technicians of the Big Ten Network.

PRESIDENT LOEB: Microphone 7.

DELEGATE FRANCIS O'HERN, Local 762: Mr. President, Fran O'Hern, Local 762. I just want to say how fortunate we were in organizing – beginning our Big Ten organizing with having Locals 745 and 414 as the first two Locals to be brought under agreement.

First off, the leaders of those Locals reached out beyond their comfort zone to connect with the workers at the Big Ten Network and understand their issues; and then they fought like hell for those issues at the bargaining table.

Beyond that, they continued, once they had their two schools organized, to reach out to people in the traveling crews and to people who worked at the Big Ten Network at other schools and help us organize those schools and that work, also.

So the people from 745 and 414 deserve a lot of credit for our success with the Big Ten Network.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Bill C-377 Report" (Gavel)

## BILL C-377 REPORT

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on recent developments with Bill C-377, to amend the Canada Income Tax Act.

IATSE Canada has reported many times on the status of Bill C-377, which is commonly referred to as the "Union Transparency Bill". It is the proposed amendment to the Canada Income Tax Act that unfairly singles out unions by compelling them to comply with onerous financial reporting obligations to the Canada Revenue Agency would then become available to the public for scrutiny, including employers. The reporting obligations contemplated by the Bill are not required by any other dues paying organization in Canada. Bill C-377 was passed by the Conservative Government immediately prior to the October 2015 election and was set to become law effective January 1, 2016.

Following the election of a Liberal majority government in October 2015, Prime Minister Justin Trudeau met with labour at the CLC's Canada Council, marking the first time a sitting Prime Minister has met with the CLC in over fifty years. At the meeting, Prime Minister Trudeau pledged to Canadian union leaders, including International Vice President Lewis, that his government would repeal Bill C-377.

In Prime Minister Trudeau's mandate letter to MaryAnn Mihychuk, the Minister of Employment, Workforce Development and Labour, the Liberal Government, which was made public, confirmed instructions to repeal Bill C-377. Minister Mihychuk has since issued a press release announcing that she has waived the reporting requirements for labour organizations and labour trusts arising from Bill C-377 for the fiscal periods starting on December 31, 2015 and through 2016 while the federal government works towards repealing the Bill.

President Loeb applauded the IATSE Canadian Office and other labour and like-minded organizations including the CLC for publicly opposing Bill C-377 and actively campaigning to support elected representatives committed to the Bill's demise. He also applauded the Liberal Government's recognition of the importance trade union's play in Canada and its decision to take steps to swiftly repeal Bill C-377.

"Canadian Prairie Agreement" (Gavel)

## CANADIAN PRAIRIE AGREEMENT

International Vice President Damian Petti,

International Representative Julia Neville and CLC Delegate Kelly Moon as well as IATSE Local 669 Representatives Braden Haggerty and Kevin Hall and IATSE Local 856 Representative Robert A. Rowan reported to the General Executive Board on the status of promulgated collective agreements applicable to the Prairie Provinces in Canada.

Vice President Petti explained that he, Representative Neville and CLC Delegate Moon coordinated meetings with Locals 210, 212, 856 and 669 to canvass the prospect of working together to modify the Locals' respective promulgated agreements to ensure some consistency in terms. After several conference calls, the group was able to reach consensus on a number of items, including zone, travel time payment, turnaround, meal-breaks, per diem and tiers. It is expected that these consensus items will be reflected in each of the Local's respective updated promulgated agreements which will be finalized in the first half of 2016. Vice President Petti also advised that he had received a commitment from IATSE Local 669 that it would be making improvements to its promulgated agreement that more closely reflect the promulgated templates in Alberta and Manitoba. Vice President Petti concluded his report by thanking the participating Locals for their hard work and cooperation.

President Loeb applauded the efforts of the Locals and noted that consistency in the Locals' various collective agreements is integral to securing better terms and conditions. He directed Vice President Petti, Representative Neville and Delegate Moon to continue to work with the Locals as required to ensure ongoing communication and cooperation.

"Local No. 8, Philadelphia, PA. Re: Philadelphia Club Organizing"

## LOCAL NO. 8, PHILADELPHIA, PA
**Re: Philadelphia Club Organizing**

Vice President Barnes reported that in 2012, Local 8 began to explore club venues with a view toward representing the workers employed in those locations. The Local developed a plan and was deliberate in its implementation. Vice President Barnes stated "in keeping with President Loeb's directions, Local 8 maintains a list of organizing targets." The list is reviewed and modified at the Local's monthly meetings with membership involvement. As opportunities develop, the Local—because of its planning—is in a position to initiate organizing campaigns with the majority of them being successful.

Since 2014, Local 8 has successfully organized three club venues in Philadelphia. Consequently, it has brought in over fifty new members. The Local immediately sought to involve these new members and placed them on the bargaining committees for the newly organized venues. Moreover, each of the new members has taken advantage of the educational opportunities available through the International and the Local. It is important to note, that each of the new members came in with existing jobs. Thus, the Local's organizing drives were intended to represent workers who did not have a collective voice in their workplaces. Vice President Barnes extended his appreciation to International Vice President John R. Ford and Local 52 for employing these workers on motion pictutre production when it is busy. He advised that a sizable number of these new members have gotten significant extra employment through Local 52.

Vice President Barnes further stated that because of the financial assistance from the International Defense Fund and President Loeb's unwavering commitment, Local 8 has been able to withstand vicious anti-union attacks lodged by employers during organizing drives. He added that were it not for the International, Local 8 would not have been able to withstand there attacks.

Vice President Barnes observed in his concluding remarks that Local 8 has benefitted by bringing into its membership, young, diverse, qualified workers. He expressed his appreciation to Local 8 counsel, Marty Milz, IATSE General Counsel Samantha Dulaney, the General Executive Board, and most of all, President Loeb for supporting the Local's organizing efforts.

President Loeb commended Vice President Barnes and the membership of Local 8 for organizing this sector of the entertainment industry, providing representation to workers who had not been previously organized and afforded a voice in the workplace. He encouraged other Locals to follow Local 8's lead and seek to represent segments of the industry where union representation may be low.

PRESIDENT LOEB: Microphone 3.

DELEGATE FRED MAPLES, Local 8: Mr. President, Fred Maples, Local 8, Philadelphia. I would like to thank you for your continuous support for our organization campaign in Philadelphia. Vice President Mike Barnes and our Local has been successful in organizing our basic facilities, starting with the Tower Theater and reaching into our club market, growing our membership and our diversity, bringing in 36 new African-American workers. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Chicago Activism and Contracts" (Gavel)

## CHICAGO ACTIVISM AND CONTRACTS

Vice President Carlson and International Trustee Thomas J. Cleary described the numerous organizing drives that have taken place/currently on-going in Chicago. Vice President Carlson highlighted the initiatives in which Local 2 has applied The Pillars of Success (Leadership, Skills & Safety, Activism and Communication) to create more jobs, organize bargaining units, sign new employers to the Local's collective bargaining agreements, and to better train members and those it represents. In the face of rancorous anti-worker and anti-union attacks, Local 2 has employed free-speech bannering campaigns to educate and combat the bombastic polemic spouted by management. The Local's organizing efforts have been covered in print and televised media. In addition, community-based organizations such as "Arise Chicago" comprised of a vast collection of Chicagoland religious leaders who support workers' rights lent their assistance and voice to the Local's organizing efforts. Local 2 has invoked legal processes and filed unfair labor practice charges to protect workers whose rights have been violated. In an ongoing case against a particularly maleficent employer, the National Labor Relations Board issued a complaint and a hearing before an administrative law judge is scheduled for February. The NLRB has also requested an injunction against the employer's the act of unlawfully firing fifty-five workers who sought to exercise their rights under the National Labor Relations Act to organize.

Vice President Carlson also updated the Board on the successful conclusion of the organizing campaigns spearheaded by Local 2 involving a number of other venues, including The Chicago Shakespeare Theatre and Local 125 encompassing the Horseshoe Casino. Both drives resulted in collective bargaining agreements that substantially improved the wages, terms and conditions of the workers. Vice President Carlson added that members of these crews have been invited to participate in the education and training offered by Local 2. Consequently, one worker at the Horseshoe Casino has become an ETCP certified rigger.

Vice President Carlson noted that Local 2's political activism and support, civic involvement, bannering on behalf of other IATSE local unions, educational initiatives have all resulted in the Local being prepared to organize and better able to withstand anti-union attacks. He concluded by stating that President Loeb has stood with Local 2 in each of its organizing drives by orchestrating press releases and giving the full support of the International. He expressed his appreciation to International Vice President William E. Gearns, Jr., Communications Department Director Emily Tao and International Representative Dan'l Cook for their timely help and advice.

President Loeb remarked that Local 2 has employed the Pillars of Success in its internal and external organizing. He commended Vice President Carlson and Local 2 for excellent work. He encouraged other Locals to follow the lead set by this Local.

"Cranetown/FRB Negotiations" (Gavel)

## CRANETOWN / FRB NEGOTIATIONS

International Vice President and Motion Picture and Television Production Director Michael F. Miller, Jr., Assistant Motion Picture and Television Production Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, General Counsel Samantha Dulaney and West Coast Counsel James G. Varga reported to the General Executive Board on the successful conclusion of the Cranetown/FRB negotiations.

Negotiations were held over four days in Los Angeles and New York this past December. Cranetown and FRB produce dramatic programming on eight Viacom channels including MTV, VH1, Comedy Central, CMT, BET, Spike, TVLand and LOGO. In advance of negotiations, proposals and any issues related to the contract were solicited from the Locals.

The main priority was to broaden the jurisdiction of these low-budget Agreements. Equally as important was striving to improve working conditions similar to what was achieved in the 2014 HBO Entertainment Agreement and the Low Budget Theatrical Agreement. Elements such as reducing the meal penalty from 45 minutes to 30 minutes, financial disincentives to avoid long work days, and hazard pay were all proposed. After four days of negotiations, both a greater jurisdiction of covered work, and the strengthening of working conditions for our members was achieved.

Some of the gains of the new three-year deal include:

Beginning on October 1, 2016, non-dramatic

competition-based programming, talk shows and comedy/variety shows will be covered on all channels except for Comedy Central, where most of non-dramatic shows and specials have been produced under other appropriate Agreements.

In line with all our Major Agreements, wages will increase in each year of the Agreement and benefits paid to the National Benefit Funds will increase in each year of the Agreement.

Training Trust Fund contributions have increased and are now the same as the Area Standards Agreement.

Location Department Employees are now covered in a similar fashion as per the Area Standards Agreement.

New provisions regarding specialized work pay and the Guidelines Regarding Extended Work Days from the Basic Agreement are now included.

The International has made significant gains in the financial benefits and working conditions of our members. The expanded jurisdiction of this agreement is anticipated to bring dozens of productions under agreement that would otherwise not be covered at all.

"Local No. 849 & Egg Studios Report" (Gavel)

## LOCAL No. 849 & EGG STUDIOS REPORT

International Vice President and Director of Canadian Affairs John M. Lewis, Assistant to the President Sean McGuire and Local 849 President Marcel Boulet reported to the General Executive Board about the ongoing legal disputes between Local 849 and Egg Films.

Vice President Lewis explained that Egg Studios (formerly Egg Films) is the largest producer of commercials in Atlantic Canada. Given the majority of the technicians employed by Egg were already members of Local 849, the Local initially approached the owners of Egg in 2008 to voluntarily recognize the union, which would ensure Local members were provided with health and retirement benefits. When Egg refused, the Local proceeded to organize the company.

- Local 849 filed an application for certification with the Nova Scotia Labour Relations Board (NSLRB) in March 2009 seeking to represent film technicians employed by Egg;

- Local 849 won each and every one of Egg's challenges to the certification at the NSLRB and was certified as exclusive bargaining agent for film technicians employed by Egg on September 7, 2012;

- Egg filed for judicial review of the NSLRB's certification decisions with the Supreme Court of Nova Scotia (SCNS) and on April 17, 2013, the SCNS dismissed Egg's judicial review application and upheld the decisions of the NSLRB;

- Egg appealed the judicial review decision of the SCNS to the Nova Scotia Court of Appeal (NSCA) and on April 3, 2014 the NSCA dismissed Egg's appeal and once again upheld the decisions of the SCNS and the NSLRB; and

- Egg then filed an application seeking leave to appeal the NSCA decision to the Supreme Court of Canada (SCC) and on September 25, 2014 the SCC issued a decision denying leave and awarding costs to IATSE, thus ending the long and protracted legal dispute over Local 849's certification as exclusive bargaining agent for film technicians employed by Egg.

Local 849 and Egg commenced bargaining soon after it was certified but the parties were unable to reach an agreement. The Local filed for first contract arbitration with the NSLRB and a one–year agreement was subsequently imposed effective September 19, 2013. Thirteen commercials were shot by Egg during the term of the one-year agreement.

Upon the expiry of the first collective agreement, the Local commenced bargaining for a renewal agreement in November 2014. Little progress was made because Egg not only sought clawbacks to certain terms, it also insisted on excluding any commercial under $120,000 which would effectively render the collective agreement meaningless. In taking this position, Egg refused to provide any relevant financial information to the Local in order to allow it to assess Egg's bargaining proposals. In response, the Local filed an unfair labour practice complaint with the NSLRB alleging Egg was engaging in bad faith bargaining. Egg retaliated by filing a request for the appointment of a conciliator on December 9, 2014 and then locking out the members of the Local on March 4, 2015.

On March 5, 2015, International President Matthew D. Loeb declared Egg to be an unfair employer. The Local also commenced a letter writing and social media campaign "Egg don't be rotten" seeking to educate Egg's clients and the public about the ongoing labour dispute which received tremendous support from a number of IATSE Locals in Canada and the United States as well as other labour groups including the Canada Labour Congress, the Nova

Scotia Labour Council and the Halifax-Dartmouth Labour Council. With the assistance of Locals 671, 680 and 709, Local 849 also engaged in bannering of those Egg clients that continued to use Egg's services during the lock-out. Egg responded with its own aggressive social media campaign.

In July 2015, attendees at the IATSE General Executive Board engaged in a peaceful protest of Egg's actions in an effort to encourage Egg to end the lock-out and return to the bargaining table. This peaceful protest was met by confrontational Egg staff, friends and owners. Shortly thereafter, Egg issued an announcement alleging that it was shutting down its business.

On November 19, 2015 the NSLRB issued a decision in the Local's unfair labour practice complaint alleging that Egg had bargaining in bad faith. The NSLRB decision found:

1. Egg bargained in bad faith;

2. Egg's lockout of Local members was illegal;

3. The Local was entitled to compensation for any work performed during the illegal lockout; and

4. Ordered the parties back to the table to bargain within 60 days and in doing so, prohibited Egg from maintaining any bargaining proposals that sought to exclude application of the collective agreement to commercials under $120,000 without Egg also disclosing financial information to verify collective agreement terms was preventing the company from operating.

To date, Egg has refused to comply with any aspect of the NSLRB's most recent decision. In the circumstances, the Local is in the process of initiating legal proceedings at the NSLRB seeking an order directing binding arbitration to settle a renewal collective agreement and an order that Egg pay damages to the Local for work performed during the illegal lock-out.

President Loeb applauded the Local's resolve in the on-going disputes with Egg. President Loeb confirmed that the IA will continue to support the Local in its continued efforts to reach a renewal agreement with Egg and to recover damages.

"Electronic Authorization Cards" (Gavel)

## ELECTRONIC AUTHORIZATION CARDS

Associate Counsel Adrian D. Healy reported on a project for the development of electronic IATSE union authorization cards. It was noted that for many decades, the most common way for the IA and (and virtually every other union in the U.S.) to establish that it represents a majority of employees in any particular workforce was to gather signed authorization cards. Historically, unions have utilized those cards to request that the National Labor Relations Board (NLRB) conduct a secret ballot representation election. In October 2015, in connection with a number of recent NLRB election reforms that were previously to the Board, the NLRB General Counsel issued a guidance memorandum announcing that cards with electronic signatures—rather than traditional hand written signatures—could be used to request a representation election. Numerous IA staff members immediately recognized that electronic authorization cards would be beneficial for workers in the IA's industries.

In November 2015, IATSE Information Technology director Jimmy Rainey arranged a meeting with outside technology developer WinMill to discuss the possibility of developing a computer program to generate electronic IA authorization cards that could be completed and submitted on the Internet or a smart phone. International Representative Fran O'Hern and Assistant Department Directors Joe Hartnett and Vanessa Holtgrewe attended the meeting on behalf of their respective departments. Each offered critical and valuable input about the necessary features of the program. With that feedback, WinMill created a proposal and then commenced work on an electronic authorization card program that would satisfy NLRB guidelines and be built upon the International's existing internal database system.

On January 11, 2016, WinMill sent a prototype of its program for review. Attorney Healy presented a demonstration of the prototype to the Board. Prominent features of the program were displayed, including a highly secure database for IA representatives to track receipt of electronic cards (while ensuring strict confidentiality); a sample electronic card (which is, in fact, an Internet form with fillable fields of information for an employee's name, address and other pertinent data—accessible via a unique website address on a smartphone, tablet or Internet browser); and a "confirmation transmission" (which is used to confirm the identity of the individual submitting the card and verify the authenticity of the submission). It was noted that the program is only a prototype but should be ready for testing in early 2016. Follow-up meetings will be scheduled to introduce International Representatives

to the electronic authorization cards. It was also noted that electronic authorization cards cannot currently be used in Canada.

President Loeb observed that electronic authorization cards will be valuable tools, particularly for all IA departments and in organizing drives across the United States. He further noted that all those in attendance at the meeting should be aware of this technology and its significance.

"Freeman Freight New Orleans"

## FREEMAN FREIGHT NEW ORLEANS

International Vice President and Director of the Tradeshow and Display Work Department William E. Gearns, Jr., and International Representatives Donald Gandolini, Jr. and Joanne M. Sanders reported on the conclusion of negotiations between Freeman Expositions with Local 39.

Freeman's freight employees voted for IATSE representation in June of 2013. Negotiations began in early 2014 after the National Labor Relations Board dismissed the employer's objections to the conduct of the election. Initially, the employer representative was openly hostile during negotiations and progress was slow. As the negotiations approached the two-year mark, the employer made a proposal that the union was prepared to accept but was subsequently withdrawn. In response, the Local filed unfair labor practice charges against the employer and began an informational campaign directed at the employer and its customers.

These efforts led to a return to the bargaining table and, with the assistance of a mediator, a four-year agreement was reached. Highlights of the agreement include weekend overtime and annual wage increases and work rule changes. Employees will also receive a one-time signing bonus.

Representative Gandolini complemented the leadership of Local 39 Business Representative Alan Arthur and Daniel Ambrose and the bargaining unit representatives at the negotiations. A special thanks was given to International Representative Joanne Sanders for her assistance in leading the negotiations. During two years of negotiations it was noted that the bargaining unit stayed together and demonstrated the solidarity that makes IATSE strong. The Local gave special thanks for the support of sister Locals that engaged in bannering on the Local's behalf, namely Stage Locals: Chicago Local 2; Denver Local 7; Washington, DC Local 22; Dallas Local 127 and Anaheim Local 504.

Representative Gandolini made a presentation to President Loeb on behalf of the bargaining unit who had a plaque created commemorating their appreciation for President Loeb's unwavering support throughout their ordeal with Freeman.

President Loeb congratulated the Local on getting a collective bargaining agreement with Freeman. He especially commended the bargaining unit for their resolve in the face of adversity and pernicious attacks from some in management, observing that the workers willingness to put their jobs on the line made the International's determination absolute.

PRESIDENT LOEB: Microphone 7.

DELEGATE ALAN ARTHUR, Local 39: Mr. President, Alan Arthur, Local 39. On behalf of Local 39, in particular our new Freeman Freight members, we would like to thank you for your strong support and leadership during that long freight organizing effort.

I would also like to thank Vice President Gearns, Representative Joanne Sanders, and Don Gandolini for their steadfastness at the bargaining table.

Finally, I would like to thank Local 2, Chicago; Local 7, Denver; Local 22, Washington, D.C.; Local 127, Dallas; and Local 504, Anaheim, for their bannering.

What Freeman realized was that they were dealing with the entire Brotherhood of the IA, not just Local 39. So thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Alan.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Golf Channel" (Gavel)

## GOLF CHANNEL

Broadcast Department Director Sandra England, joined by International Vice President Daniel E. Di Tolla and International Representative John Culleeny reported that in May 2013, the IATSE won an NLRB representation election to represent technicians working on Golf Channel remote broadcasts.

Due in large part to the Golf Channel's bargaining positions, negotiations for a first contract continued until May of 2015. It is believed that Golf Channel

intended to make little bargaining progress, hoping that the technicians would lose interest during that process. Meanwhile, a few people were encouraged to participate in a union decertification campaign. In June 2015, a final contract offer from Golf Channel was sent to the technicians for a ratification vote. On the same date that the employees ratified the contract, a union decertification petition was filed with the NLRB by a Golf Channel technician.

It was reported that the decertification petition was not properly filed under the NLRB's rules. Despite this and other faults, and despite the employees having already ratified the agreement, a regional office of the NLRB proceeded to hold a decertification election. The IATSE has sought review of the decision to hold the election with the NLRB in Washington, DC. The Company campaigned forcefully against the Union during the run-up to the decertification election. Since the commencement of the decertification election process, the Union has filed NLRB unfair labor practice charges in response to several unlawful Company actions. The Union prevailed in the election but in the aftermath challenges and objections to the election process were raised and the NLRB has not yet ruled on those matters. The IATSE continues to represent Golf Channel technicians, but the Company persistently violates the contract, manipulates the workforce, and condemns the Union. The Alliance expects Golf Channel to live up to the contract and treat its workers with the respect they deserve.

President Loeb stated that the IATSE was supposed to have a so-called relationship with this company, yet it is out to hurt people. That supposed relationship is now severely burned. President Loeb noted, however, that the International will not walk away from these technicians and will ultimately prevail.

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Michael J. Barnes, Anthony DePaulo, Daniel E. Di Tolla, and John M. Lewis, International Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Brian J. Lawlor, Peter Marley and Special Representative David F. Garretson updated the Board on the activities of the Stagecraft Department since the Mid-Summer Board meeting in Halifax.

Vice President Barnes reported on the preparation for upcoming contract negotiations for the International contract with Global Spectrum. He also reported on his assignment to assist Local 294 with their contract with the DuPont Theater, currently operated by the Grand Opera of Delaware. The parties agreed to a one-year extension of the existing contract. Vice President Barnes also reported on the successful negotiations with casinos in Atlantic City involving Local 917.

International Representative Bateman reported on his co-assignment with Assistant Director Hartnett to assist Locals 126, 127, and 803 in assessing organizing targets within their jurisdictions. Continued Organizing Member Education Training (COMET) was held and was well attended by members of the Locals. The Locals have formed organizing committees and have begun to identify targets. Representative Bateman also reported on the organizing of the riggers employed by RHINO Staging in the Pacific Northwest. Spearheaded by Local 15, the bargaining unit covers the jurisdictions of Locals 15, 28, 93, and 675. Subsequent to the election victory RHINO has refused to bargain and an unfair labor practice charge has been filed. In the meantime the Locals have begun to register the employees residing within their respective jurisdictions.

Representative Garretson followed up on his assignment to assist Locals with AEG festivals. To that end, Locals 15, 31 and 115 have either finalized contracts or entered into discussions for term contracts with AEG to cover the festivals in their respective jurisdictions. Representative Garretson also reported on his attendance at the Event Safety Summit at Rock Litiz in Pennsylvania. The conference was sponsored by the Event Safety Alliance which is a non-profit trade association of live event industry professionals committed to eliminating unsafe behaviors and conditions throughout our industry. Representative Garretson reported that it was most valuable to have the opportunity to speak frankly and openly with managers in this area of the entertainment industry.

Assistant Director Hartnett described the updates to the Pink Contract Database and the online Yellow Card system. He also discussed the ongoing monitoring of the Metropolitan Opera financial obligations and the successful conclusion of negotiations with Locals 7 and 82 with SMG venues in their jurisdictions.

Representative Lawlor reported on the effectual negotiations between Local 938 and SMG in Jacksonville and Local 412 and the Van Wezel Center for Performing Arts in Sarasota.

Vice President Lewis gave an account of the activities of the Canadian Department and Canadian Locals in Stagecraft; including preparations for Canadian Pink

Contract negotiations, Locals participating in COMET training, and the development of the Canadian Arena Labor Listing program for the purposes of assisting local unions' staff arena tours.

Representative Peter Marley reported on his assignment to assist Local B-32 in negotiations with the San Jose Convention Center. An agreement was reached to the mutual satisfaction of the bargaining parties regarding, among other issues, the jurisdiction of door guards and badge checkers. Representative Marley also reported on negotiations between Local 169 the Paramount Theater, which resulted in a new three-year agreement.

Representative Marley was assigned to negotiate with AMC for its service technicians' covered by Locals 7, 33, 166, 169, 297, 336, and 504 whose employment changed due to technological advancements in digital projection. Some projectionists were retrained and maintained their employment with AMC. Representative Marley was able to negotiate monetary packages on behalf of all those adversely impacted by the obsolescence of their job functions. In addition, he reported on the progress of negotiations covering the audio visual technicians at the Bellagio and the stagehands at the David Copperfield Theatre who had recently voted for IA representation.

Representative Marley concluded by describing the successful negotiations between Local 768 and the Dolby Theater. An agreement was reached providing significant increases for the wardrobe workers that dramatically closes the difference in rates between wardrobe and other backstage workers.

International Trustee White reported on negotiations between Local 772 and the Warner Theater during which she provided assistance with International Vice President J. Walter Cahill. The final agreement is notable for including some out-of-pattern wage increases to bring wardrobe workers nearer to the wages of other backstage employees at the Warner. The contract also provides for first time contributions into the IATSE Training Trust Fund.

Vice President DePaulo reported on preparations for negotiations with the Broadway League and Disney Theatrical for a successor agreement to the Pink Contract. Over the past contract term, crew visits have been tracked to identify issues on the road. Additionally, a video conference was held to allow both Broadway and touring Pink Contract technicians to raise issues.

Vice President DePaulo also reported that Special Representative Joseph Short successfully assisted Local 747 in negotiations for a contract with CAPA, owner and operator of downtown Columbus' historic Ohio, Palace, and Southern Theatres. Representative Short aided Local B-27 in negotiations for the Cleveland Browns box office employees. Vice President DePaulo described his assignment to assist Local 829 in negotiations with Showtime-on-the-Piers. The parties reached agreement and the contract was ratified.

Vice President Di Tolla reported on the organizing of Atlanta Rigging Services. The company installs permanent lighting and audio systems in arenas and stadiums throughout the United States. Employees reside throughout the Southeast. Those who were not already members were admitted in the ACT Department. Vice President Di Tolla also reported that Local 798 had successfully obtained its first contract with Radio City Music Hall to cover that venue's iconic Christmas Show. He updated the Board on the ongoing litigation arising out of the Crew One organizing campaign. A hearing was held on Crew One's appeal of the complaint issued by the National Labor Relations Board for its refusal to bargain following the union's election victory. The decision should be issued shortly. Vice President Di Tolla advised that negotiations with Live Nation for the national amphitheater agreement will commence in January.

President Loeb remarked that "a lot is going on in the Department" and he is happy with the progress that is being made. He observed that seventeen Locals are being assisted, specifically noting that smaller Locals are getting much needed attention. He highlighted Locals 15 and 927 for taking on labor contractors and implored other Locals to organize crewers or cut out the middle-men altogether and deal directly with employers.

President Loeb endorsed the Department's continuing efforts to build upon the International's relationships with signatory employers, such as Global Spectrum, Live Nation and AEG, adding that local unions will be consulted regarding these agreements.

President Loeb commended Local 798 for bringing ACT Department members into its membership. He remarked that ACT members rightly belong in the memberships of the Locals in whose craft/geographic jurisdictions they reside. He implored local unions to invite and embrace into membership their ACT brothers and sisters.

PRESIDENT LOEB: Microphone 4.

DELEGATE MAC HOWARD BROWN, Local 938: Thank you, Mr. President. Mac Brown, Local

Arenas Employee 938, Jacksonville, Florida, Business Agent.

I want to thank you for your leadership. Our young union was floundering and we reached out to our Local brothers in 115, Saul Lucio and Nick Ciccarello, who helped us as much as they could and encouraged us to use our IA resources, at which time our Board of Trustees sent you a letter for direction. You rapidly responded with some conflict resolution and let us know that our District Secretary Kimberly Bowles was available for us. She came in, got us on track, continued to nudge us along, keep us on track.

Then, with the expertise of negotiating skills of Ben Adams and Brian Lawlor, we've been able to maintain a contractual agreement with SMG Jacksonville, who have just gotten a new contract for five years. We're about to go into negotiations and it's for up to now seven sports and entertainment facilities.

We thank you for your concern, your dedication and your leadership. Thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 6.

DELEGATE TOMMY COLE, Local 706: Mr. President, Tommy Cole, Local 706, Makeup Artists and Hairstylists Guild. We wish to thank you for assigning Peter Marley to help us in not only our negotiations with Disneyland, with other disputes throughout the last four years. Thank you, Pete.

On a personal note, sir, I'd like to thank you for all your continuous support of Local 706 and its members. You've always had our back, and we appreciate that, sir. Thank you.

PRESIDENT LOEB: I always will.

*(Applause)*

Microphone 7.

DELEGATE GREGG PEARLMAN, Local 127: Yes. Good morning, Mr. President. I'm Gregg Pearlman with Local 127 in Dallas. I would like to thank you, President Loeb, and the IA, as well as International Rep "Radar" Bateman and Assistant Director Hartnett, for the COMET training and assessing the organizing targets within our jurisdictions.

I would also like to thank IA Rep Don Gandolini for his help with the CBA negotiations and his guidance. Thank you, sir.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

DELEGATE ANN KELLEHER, Local 768: Mr. President, Ann Kelleher, Business Representative, Local 768, Theatrical Wardrobe, Los Angeles.

Local 768 would like to thank you for again assigning Peter Marley to represent us, this time with the Dolby Theatre. We told the Dolby Theatre how far behind we were from the Stagehands Local 33; and with the help of Peter, we were able to get a new three-year contract with 21 percent for our dressers and also 31 percent for our house head. So we thank you –

*(Applause)*

So we thank you very much, Mr. President. And an especially big thank you to Peter Marley. Thank you for always being there for us. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone No. 1.

DELEGATE DANIEL DASHMAN, Local 798: Dan Dashman – Mr. President, Dan Dashman, a delegate and Business Agent of Local 798. I wanted to thank you for having assigned Vice President Di Tolla when we were in the midst of our Radio City – not so much about the Radio City situation, but he brought to our attention the ACT situation in our jurisdiction.

We began to take ACT people in. And I urge everybody in the room, if you have ACTs who land in your geographic area and are living there, they are good, fine people in our technical areas. We have been having a wonderful result with taking them in.

Thank you, sir.

*(Applause)*

PRESIDENT LOEB: Thank you, Dan.

Microphone 3.

DELEGATE KATY BROWN, Local 15: Katy Brown, Secretary for Local 15, Seattle. I want to thank you, President Loeb, and International Rep "Radar"

Bateman, for your continuing support and resources in our multi-year effort to represent the rhino-riggers of the Northwest Region.

Since they won their election, Local 15 has taken in no less than 16 members with more to come. One of them in particular shows great leadership potential, and I'm sure it's only a matter of time before we see him in the Young Workers Program or another one of the educational and leadership programs that the IAT is offering. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

DELEGATE LYNN JACKSON, Local 772: Thank you, Mr. President. Lynn Jackson representing Locals 22 and 772 in Washington, D.C.

On behalf of Local 772 and its members, I would like to thank you for appointing Brother Walter Cahill to assist us with our contract negotiations. It is indeed because of the IA's presence through Brother Cahill and his longstanding relationships with our employers, coupled with his willingness to position himself on the frontline as a war horse and always ready to fight for better wages, benefits, safer working environment, we now have several successfully negotiated contracts.

Mr. President, we applaud you and the IA for raising up a powerful team of committed leaders who stand in the gap with us, supporting and fighting this awesome organization. Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE Motion Picture and Television Production Department"

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President/Department Director Michael F. Miller, Jr., International Vice President/ Director of Canadian Affairs John M. Lewis, Assistant Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, International Representatives Steven Kaplan and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting in Halifax, Nova Scotia.

Vice President Miller reported on the status and implementation of the Basic Agreement and Area Standards Agreement. The Basic Agreement is still in the final drafting stage as the parties agreed in bargaining to modernize the agreement and simplify the side letters. The last changes to the Area Standards Agreement have been approved by counsel and have been sent to the AMPTP for final review. Once the final language has been approved, the contracts will be sent to print and the Locals will be notified about how to obtain printed copies.

The Department continues to organize and negotiate contracts for distribution via the Internet. The new media provisions of the Basic Agreement will bring these higher budget productions produced by the studios in line with the single project agreements that we have been negotiating with independent producers.

The other major IATSE Agreements are mid-term with the exception of the AICP Agreement for commercials. This agreement, which currently has over five-hundred signatories, expires in 2016. Several dozen commercials have been organized since the last report to the Board.

Vice President Miller reported that HBO Films and the IA concluded negotiations to renew its agreement for Long Form programming made for HBO. The negotiations resulted in an agreement in line with HBO Entertainment. This would provide the rates of the Basic Agreement and the other Majors Agreements with the beneficial working conditions of the HBO Entertainment agreement such as improved rest period language, meal penalties language and the improvement of daily travel time. Additional changes consistent with the Entertainment agreement are also included as part of the new agreement. It was noted that the HBO Agreements have come a long way since their inception almost twenty years ago and are now some of the best IATSE Motion Picture agreements.

Eleven new companies have signed the IATSE motion picture term agreements since the last meeting. Vice President Miller also reported on agreements with Independent Producers which cover low budget basic cable and children's programming. These agreements have recently been or are in the process of being renegotiated. These include Cranetown and FRB which applies to eight different basic cable networks as well as It's-a-Laugh Productions.

The Music Video Production agreement continues to provide employment and was recently renegotiated

with industry standard wage and benefit increases to IATSE members working for the forty production companies signed to this agreement.

It was reported to the Board that only two of the compliance audits completed since the last meeting were found to have exceeded the budget caps required by the Low Budget Theatrical Agreement, and grievances have been filed on those projects. There are currently four pending audits, the results of which will be reported to the Board at the next meeting. Low Budget productions of all types continue to approach the IATSE so an agreement can be in place as pre-production gets underway. This continues to be a significant source of employment and benefit hours for many members.

There has been an unprecedented level of field organizing campaigns in the Southeast since the last General Executive Board meeting in July. Since that time, the Department has embarked on a dozen different campaigns ranging from Internet programming to television to theatrical motion pictures across seven different states. In aggregate, organizing efforts during this six month period added more than one million dollars in benefits and wage increases for the workers represented by the IATSE.

At the same time we have established an IATSE presence in Alabama and Mississippi in order to ensure that those markets and local film professionals are not exploited by producers seeking to shoot non-union.

Organizing efforts have directly resulted in companies signing additional term agreements and negotiations are currently underway for a Saturday morning series, called "The Inspectors," as a result of the commitment to organize.

It was noted that challenges arise as incentives proliferate in the South. The Locals in the region are committed to policing their jurisdiction as shifting production patterns bring more projects into their regions.

Vice President Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now three hundred and twenty-seven companies signatory to the Canadian Binder Agreement and forty-eight to the Canadian Local Unions Term Agreements.

Vice President Lewis noted that these agreements have had a significant impact on the ability to protect jurisdiction in Canada and most notably in Toronto and Vancouver. In Toronto, Local 873 secured agreements on thirty-one U.S. productions with a total production value of $921 million. This represents 100% of U.S. based productions shooting in Toronto. Unfortunately, that is only half of the story. Toronto also has a vibrant domestic industry and Local 873 must remain vigilant to protect its jurisdiction from other groups.

In BC, Local 891 was able to secure agreements on seventy-four productions while beating back threats from other organizations whose productions were mainly lower budgeted. The problem in BC is the rising levels of non-union productions. The IA has met with both Locals 891 and 669 in attempt to address this issue. Local 669 has created a low budget agreement that they are intending on using for these non-union productions.

In 2016, The Canadian Office began tracking all covered productions in Canada. As of December 1, 2015, there were one hundred and ninety-four signatory productions throughout Canada with many jurisdictions reporting record high levels of productions both domestically and for foreign service productions. The high levels of foreign service work is largely attributed to a Canadian dollar which is trading at a low of 71 cents.

Assistant Department Director Holtgrewe reported on the status of organizing and term agreement negotiations in the reality/unscripted genres of television production.

After the two week strike on *Broken Skull Ranch Challenge* this past summer, which resulted in CMT's only current union reality program, the IA quickly organized the new series *Hellevator* on GSN. After those two wins, two basic cable shows quickly became signatory – *Team Ninja Warrior* and *Fresh Paint*, both spin-offs of shows that had been organized in past years.

Two new primetime reality shows were organized during this time as well, *S.T.R.O.N.G.* on NBC and *American Grit,* a FOX show shooting south of Seattle, WA. NBC's *The Apprentice in Los Angeles* will be produced union in Los Angeles in 2016. Within the first few months of 2016, negotiations will be conducted for a successor agreement to the newly joined EndemolShine term agreement.

Assistant Department Director Mahoney reported on the status of several long-standing grievances and arbitrations. The production *Blackbeard* folded in pre-production while on location in Iowa during September

of 2009. The IA filed for arbitration under the collective bargaining agreement. The arbitrator issued an award in favor of the Union. Gigapix refused to comply with the award, forcing the Union to sue in California state court to enforce it. The court ultimately entered judgment against Gigapix and enforced the arbitrator's award in full.

The Union succeeded in collecting a total of $65,000 from Gigapix before it went under, leaving no assets. This money was distributed to the crew this past September on a pro rata share based on an accounting of all wages due and payable to bargaining unit employees as shown on the Arbitration award issued to the IATSE on the members' behalf.

The Union has an enforceable California judgment lien against Gigapix and Recess Films for the full amount of the arbitration award. The State of Iowa agreed to pay Gigapix $350,000 in settlement of Gigapix's claims against the State. The Union has a claim on a substantial portion of those monies, but technical legal issues have arisen that prevent immediate distribution of these funds by the State of Iowa. At the present time, we do not have a release date concerning the Iowa monies. If those funds are released, the Union will pursue and then distribute to the crew the additional monies recovered on a pro rata basis.

Assistant Department Director Mahoney also reported on the status of grievances filed against *Sharknado II* and *Janie Jones*. In October of 2015, all *Sharknado II* issues were settled in the IA's favor with payments totaling more than $117,000 in wages and benefits distributed to the production and post-production crew.

In 2009, *Janie Jones*, a feature shot in Iowa was organized. Part of the contract negotiated required the production to pay the crew additional wages upon receipt of any film incentive monies from the state. However, the state ended its incentive program during the making of the film. In August of 2015, the company received about 25% of what it had expected in incentive monies and the IA negotiated a settlement which paid employees about 40% of that. Checks were distributed to employees by the International with a letter explaining the settlement.

In the past six months, strikes were averted on several productions with successful last minute negotiations, which resulted in coverage for the crews working on *Gosnell* in Oklahoma, *Valley of Bones* in Montana and *Tiger* in Ohio. A new media production in Detroit called *Gold Rush* refused to negotiate, however, which resulted in a short strike. With no crew to make their show, the company signed a contract with benefits retroactive to the date of hire.

In November, International Representative Jamie Fry and Assistant Department Director Holtgrewe attended a training program through the AFL-CIO that focused on strategic campaigns and corporate information gathering. The methods and research models learned in this three-day class will help the department with future organizing campaigns.

Representative Fry also attended the Santa Fe Film Festival and participated in a panel discussion on independent filmmaking along with Locals 600, 700, and 800. New Mexico is home to a vibrant indie film community.

Representative Kaplan reported on SIGGRAPH, a large computer graphics convention that attracts workers and employers from all areas of computer graphics, visual effects and technology. Assistant Department Director Holtgrewe and International Representatives Mark Kiracofe and Julia Neville were joined by Locals 600, 800, 839, 891, and USA829 in Los Angeles, August 11-13 for this convention. Our participation raises the awareness of the IATSE and provides face-to-face introductions to the workers in the VFX industry.

Negotiations for the TSL/TTL agreement were held in January. Union representatives included Local 839 Business Representative Steven Hulett, members of the TSL unit, International Representatives Steven Aredas and Steven Kaplan, and Vice President Miller, who chaired the discussions.

The union proposals focused on quality of life issues and included pertinent hard-fought provisions gained in the IATSE-AMPTP Hollywood Basic Agreement. At the conclusion of the discussions, a new three-year agreement was reached with the same wage increases and benefits adjustments gained during the Basic negotiations. The jurisdiction of New Media productions is also now included, and any expansion of the corporate Disney Child Bonding Leave policy will include those covered by the TSL/TTL agreement.

President Loeb observed that the Department is organizing; negotiating collective bargaining agreements; and servicing contracts in two countries. He noted especially the number and frequency of organizing targets. He expressed his appreciation to the Department for its diligence and dedicated efforts, which continue to yield results on behalf of workers.

PRESIDENT LOEB: Microphone 5.

DELEGATE DOONER, Local 800: Good morning, Mr. President. dooner, Local 800, Art Directors Guild. I rise on behalf of the entire crew of "Black Beard," a pirate movie that was slated to film in Iowa in 2009 –

*(Laughter)*

– to express our appreciation for the ongoing efforts of the International fighting on our behalf to ensure we are compensated for the work we performed for Gigapix Studios.

I know that the initial disbursement of funds that's in this report went a long way towards the goal of making the crew whole. And we offer special thanks to Assistant Department Director Dan Mahoney, who has continued and will continue to monitor the situation and pursue additional funds resulting from the settlement between the State of Iowa and that now-defunct company, the leaders of whom are in no better place than the federal pen. Thank you.

*(Laughter and applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE CORY PARKER, Local 478: Mr. President, Cory Parker, Business Agent, Local 478, Louisiana, Southern Mississippi, Mobile, Alabama.

On behalf of Local 478 and all of its members, I would like to thank International Vice President Mike Miller and the entire Motion Picture and Television Department for their leadership. I also want to thank International Reps Jamie Fry and Scott Harbinson for all of their support.

Scott, thanks for always taking our calls.

Whether it's 7:00 in the morning or 9:00 at night, he seems to answer. Your leadership and guidance in organizing productions in our jurisdiction is greatly appreciated. Thanks.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 5.

DELEGATE CRAIG CONOVER, Local 80: Good morning, Mr. President. Craig Conover, Local 80. I want to thank you and your staff with help in organizing the shows as far away as Montana where our members found themselves, and in order to gain their health and their wages and their industry standard working conditions. Thank you.

*(Applause)*

PRESIDENT LOEB: Thanks, Craig.

There's no one at microphone 5, is there?

Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE Trade Show Department"

## IATSE TRADESHOW DEPARTMENT

International Vice President and Department Director William Gearns, International Representatives Mark Kiracofe, Donald Gandolini, Jr., Barny Haines, Joanne Sanders, Dan'l Cook and International Trustee C. Faye Harper reported to the Board on developments in the Tradeshow Department.

*EDPA Conference*

IATSE attended the Exhibit Designers and Producers Association Conference (EDPA) in early December 2015 held in Las Vegas. EDPA is an international association with 300 members from eighteen countries. The theme this year was "A Global Landscape". The three-day conference offered a variety of seminars for the attendees. Industry networking was highlighted. Other topics included industry rates, markups, best business practices, roundtable discussions on top business challenges and future goals. For the first time "Women in Exhibitions" was included in the EDPA Conference agenda. There were approximately forty-eight women that attended the seminar. Roughly twenty attendees were women who owned businesses related to the exhibition industry, and about fifteen more that work for businesses owned by women.

*Atlanta Local 834 EAC Contract*

The Local 834 negotiations committee met with the Exhibitor Appointed Contractor Expo Services on November 16, 2015 in Atlanta. The result was a three-year agreement, focusing the majority of the wage increase on the highest skilled classifications. The agreement included a 4% increase in wages for Rigger 2 and Journeyman/Lead. Highlights include a 13%

contribution to Health and Welfare, a 7% contribution to Annuity for all employees and a contribution into IATSE Training Fund. The membership ratified the contract at its membership meeting held on November 16, 2015.

*Freeman A/V National Agreement*

The IATSE's relationship with Freeman A/V continues to improve with the addition of three new Locals to the national agreement, namely Kansas City Local 31, Oklahoma City Local 112 and Detroit Projectionists Local 199. This brings the total number of Locals covered by the agreement to thirty-one. Freeman A/V also continues to be a vital part of the IATSE's ongoing training efforts with the AV Essentials training course. Since July 2015, this training has been presented to Portland Local 28, Hawaii Local 665, Philadelphia Local 8, Indianapolis Local 30, Los Angeles Local 33, Anaheim Local 504 and Denver Local 7. Freeman A/V has provided equipment for most of these training sessions over the last two years which represents a cost savings of approximately $25,000 for each course. International Representatives continue to work with IATSE Locals following these training sessions to strengthen the training programs where necessary.

*Freeman A/V & IATSE Local 720*

By mid-summer 2015, IATSE Local 720 reached a tentative agreement with Freeman which was not ratified by the membership. In mid-October 2015, the parties returned to the bargaining table and the bargaining committee was able to address the Local membership's concerns with the previous tentative agreement. The ratified agreement included a 3% contribution to the IA Annuity Fund, wage increases in each of the four years of the contract, increases in Health and Welfare the beginning in the second year and contributions to the IA Training Trust Fund.

*Freeman A/V & IATSE Local 105 – London, St. Thomas, Sarnia*

IATSE, Local 105 recently finalized and ratified a first collective agreement for Freeman AV operating in London, Ontario. This agreement was negotiated with the assistance of a government appointed conciliator following the Local's certification back in the summer of 2014. Highlights of the agreement include retroactivity back to January 2015 and annual wage increases of 2.5% in each year of the three-year agreement.

*Freeman/Encore & IATSE Local 720 Las Vegas*

When Freeman Companies purchased Encore, IATSE Local 720 agreed to temporarily postpone negotiations to allow the company and IATSE Local 720/Nevada Resort Association Pension Fund to resolve certain funding shortfall issues. When this shortfall issue was resolved to the satisfaction of all parties, the Local's collective agreement negotiations with Freeman/Encore resumed in July 2015. A tentative agreement has been reached which is scheduled for ratification in the latter part of January 2016. Thanks was extended to Vice President Gearns as well as Local 720 Officers Jerry Helmuth, John Gorey, Ron Poveromo, Leon Morris, Cliff Paschall, Assistant Business Representative Enrico Grippo and the Local 720 contract committee for their insight and diligence in these negotiations.

*Expo! Expo!*

Expo! Expo! is the International Association of Exhibitions and Events' Annual Meeting & Exhibition which brings together show organizers and industry suppliers for their own tradeshow and networking events. IATSE staffed a booth at the exhibition in Baltimore, MD on December 1-3, 2015. Participation in the exhibition provides IATSE with the opportunity to network with many of the IATSE's large tradeshow employer representatives. Attendance at the 2015 exhibition saw a 4.6% increase over 2014. A new show record was established of 39,100 net square feet of exhibit space. There were 269 exhibitors present, including 40 first-time participants. The latest in event software, apps and other innovations was on display.

*PSAV*

Since the last General Executive Board meeting in July 2015, IATSE has added Minneapolis Local 13 to the PSAV national agreement. This brings the number of IATSE Locals performing AV and rigging work under the terms of the agreement to six. Nine additional Locals have been added to the agreement as rigging only cities. Negotiations continue to add an additional eleven Locals to the national agreement. Negotiations for a renewal of the national agreement, which expires on April 1, 2016, are in the process of being set.

*PSAV & IATSE Local 118 - Vancouver*

In April 2015, IATSE Local 118 commenced an organizing campaign of PSAV employees working at seventeen locations in Vancouver, Whistler and Victoria B.C. This campaign was aggressively opposed by PSAV. The local eventually suspended its organizing efforts. International Vice President Gearns has since commenced discussions with PSAV to include Local 118 into the IATSE International collective agreement.

*ESCA Labor- Management Council*

The ESCA council met in Las Vegas in October 2015 to discuss its structure. A number of developments arising from this meeting included a name change to Labor Management Council, a mission statement, an agreement to meet quarterly in conjunction with other industry events and a composition consisting of equal numbers of unions members and general service contractor members with one representative from each group serving as co-chairs of the council on two-year terms.

In November 2015, ESCA rolled out its customer service program in St. Louis. In addition to the ESCA program, attendees participated in forklift and boom-lift training and certification sponsored by GES. The St. Louis Convention and Visitors Commission presented its "St. Lou.is me" program designed for hospitality workers. There were 150 attendees composed of members of the various unions that work in the facility. The IATSE was well represented with IATSE members from stage Local 6 and projection Local 143 in attendance. Thanks were extended to Business Agents Joe Rudd and Gordon Hayman for their support and assistance at the training workshop.

ESCA's customer service training was also presented in Houston in December 2015 and will be presented next in Atlanta when the convention schedule allows it. This will be an ongoing project as more cities become aware of this successful collaboration between labor and management.

*Tucson Local 415*

After reaching agreement on a successor agreement with Shepard Expositions in Tucson in June 2015, the employer initially refused to sign the agreement until additional changes were made. The matter was quickly resolved and the general manager delivered a signed copy of the agreement to the Local the next day.

*Albuquerque Local 423*

A successor agreement was negotiated with GES for the collective agreement expiring in 2015. Negotiations focused on bringing parity to the Local's various tradeshow agreements thereby establishing an area standard agreement for the Albuquerque market. The renegotiated agreements subsequently ratified by the Local include new contributions to the IATSE Training Trust, annual economic increases and the standardization of the terms and conditions of employment.

*Honolulu Local 665 Sho-Aids Inc.*

Local 665 was able to re-establish its relationship with Sho-Aids in October 2015 after providing labor for the American Gastroenterologist Conference. In doing so, Local 665 secured a Tradeshow Area Standard Agreement with Sho-Aid that included weekend overtime provisions. Thanks were extended to International Representative Mark Kiracofe and Business Representative Henry Fordham for their assistance.

*GES A/V*

When GES A/V entered the A/V industry in 2014, the IATSE was able to secure agreements for two jobs. Since then, GES A/V has agreed to meet with a view to negotiating an international agreement. Meetings have been set for February 2016 in Chicago.

President Loeb applauded the efforts of the tradeshow department remarking that the tradeshow industry remains an important growth area for the organization. He underscored the continued need to focus on training members to perform the work successfully.

PRESIDENT LOEB: Microphone 7.

DELEGATE JASON TAYLOR, Local 31: Good morning, Mr. President. Jason Taylor, Local 31, Business Agent.

On behalf of the brothers and sisters of Local 31, I'd sincerely like to thank you for your diligence and guidance to this Alliance, and I'd additionally like to thank you for the assignment of Vice President Bill Gearns, IA Rep Joanne Sanders and IA Rep Don Gandolini in regards to their assistance to Local 31 being added to the national Freeman AV deco contract as well as Don Gandolini's assistance with our Fern contract. Both of these have been substantial benefit to Local 31, and we very much look forward to the continued service to these employers. Thank you, sir.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE Communications Department" (Gavel)

## IATSE COMMUNICATIONS DEPARTMENT

Director of Communications Emily Tao reported on developments and activities of the IATSE

Communications Department. The report noted the status of the International's communication networks, department campaign support, trainings undertaken, and daily tasks.

*IATSE Website*

The Communications Department continues to maintain the International's website with member stories, labor news, and events.

An activism page now exists on the IATSE website under the "Get Involved" tab. Since its creation, content has been added to this page, with member stories of how they got involved in their local union and community. In December, a section for the IATSE Activism Manual was added.

Routine maintenance includes security updates through the web developer Advomatic. A major update to the Local Union Directory was deployed in November, allowing faster automatic updates between the International's database and the website.

Updates to ensure the website stays modern and efficient are constantly identified. Several small changes have been made to make the website look better on smartphones, tablets, and other small screens.

Director Tao noted the help of General Secretary-Treasurer Wood and IT Administrator Jimmy Rainey for their advice and assistance in making these website improvements.

*Email Program*

In July, the IATSE started the transition from email service MailChimp to advocacy-based service Action Network, with the help of member database developer WinMill, the AFL-CIO, and Action Network.

IT Administrator Rainey and WinMill completed the removal of unnecessary information in the email database fields, and added additional fields to allow for better segmentation of the email list so that emails be sorted by categories such as zip code or state.

The email service transition process is in the end stages and will be reported on upon completion. IT Administrator Rainey and Communications Outreach Coordinator Molly Katchpole have been working with WinMill to test a Preview version of Action Network.

*Social Media*

The IATSE's digital presence continues to grow in followers and reach. Since July 2015, the IATSE Instagram account has grown from 952 to 1,329 followers. The IATSE Twitter account has grown from 7,769 to 8,459 followers. The IATSE Facebook account has grown from 17,121 to 18,820 followers.

The Department incorporated activism into daily tasks by identifying topics and actions that the IATSE could publicize and support via social media. The results of this have been positive.

An example is the October IATSE posts supporting the B&H Photo Video warehouse workers, who were working in unsafe conditions and wanted to organize with the United Steelworkers. The posts of statement of support, petition, and final update when the workers voted to unionize, received approximately 11,000, 9,600, and 9,400 views each on Facebook, and 3,851, 1,400, and 3,400 views on Twitter, well above average. The B&H warehouse organizers contacted the Department to express their gratitude for the IATSE statements of support.

IATSE members left comments on Facebook, Twitter, and Instagram, saying that they would not patronize B&H, where many members buy photo and video equipment, until employees had improved working conditions.

Other well-received posts include: a statement from the IATSE Women's Committee supporting affordable and available healthcare options for women through organizations like Planned Parenthood; giving credit to the union crews working political debates and award shows; and news about the Big Ten Network workers ratifying their first union contract.

*Trainings*

Since July, the Department has attended a number of #NYC1u trainings organized by the New York City Central Labor Council.

Director Tao attended the "Top Social Media Tips and Tricks" presentation led by Sree Sreenivasan, the Chief Digital Officer at the Metropolitan Museum of Art and adjunct professor at the Columbia University Graduate School of Journalism. Sreenivasan introduced useful apps for better social media management and general best social media practices not specific to labor.

Director Tao and Coordinator Katchpole attended the "Smarterphone: Top Apps to Capture, Edit and Share Content" training. The hands-on session taught techniques on covering an action with only a smartphone to edit video clips together, a skill especially useful for campaigns.

Director Tao and Molly Katchpole attended a

campaign case study walkthrough led by the American Federation of Teachers. Like the IATSE social media trainings, the AFT emphasized that digital organizing tactics can be extremely effective, but they are not the entire campaign. Digital tactics enhance the campaign and must be accompanied by on-the-ground actions.

Director Tao attended a training titled "Strategic Communications in Labor," which stressed the importance of incorporating organizing and communications into a campaign strategy. A successful campaign has a strategy to win that both organizers and communicators understand.

*Campaigns*

Assistance in organizing campaigns for other departments is still a priority.

Since March, the Communications Department had been involved in the Egg Films campaign. After the action protesting Egg's lockout of union film technicians during the last GEB in July, Egg stepped up their social media attacks and posted a sensational video of the protest.

With video and photos submitted by IATSE members at the protest, Director Tao made a video featuring Egg Films supporters and CEO Mike Hachey screaming and cursing at our members, which made Egg even more upset.

The video was picked up by Halifax press and spread among labor organizations and members. On social media, the video reached 15,303 people organically and through the purchase of additional advertising an additional 39,772 people were reached. The video ended up receiving just over 55,000 views within a few days.

Egg Films reacted very poorly to this video. They attacked Director Tao and Coordinator Katchpole on social media. In her report, Director Tao thanked the union sisters and brothers that sent messages of support to the Department after seeing the ugliness and personal attacks from Egg on social media.

The IATSE "Save the Met Opera" campaign won 1st Place in the "Best Use of Social Media" category of the International Labor Communications Association 2015 Labor Media Awards. The ILCA recognizes excellence in labor communications.

The "Save the Met Opera" campaign was carried out on the ground by members of Locals working at the Metropolitan Opera, and the Communications Department provided digital support through social media, as well as websites and coordinated press releases.

*Daily Department Tasks*

The Communications Department has been involved with various projects and tasks since July.

Along with promoting education opportunities to members, Director Tao worked to assist the Education and Training Department to arrange communications trainings for IATSE staff. Education and training content continues to be very popular on social media. It was noted that Liz Campos and Luz Vasquez at the IATSE Training Trust provided beautifully designed Training Trust content to email and post, allowing easier spreading of education news and opportunities to members.

The Department has focused on messaging in daily tasks. An IATSE statement regarding a stage backdrop collapse at Republican presidential candidate Carly Fiorina's address in San Antonio, Texas, which was done non-union, was released stating: "The people…were not IATSE-represented. We hope that those individuals can receive the type of training that workers represented by the IATSE receive. We are committed to safety in the workplace for those on stage, behind the curtain, and in the audience."

This messaging emphasizes the IATSE culture on safety and education, communicating to the audience what the IATSE stands for.

The Department coordinated press releases on various news items, including the first union contract with the Big Ten Network and the Local 2 campaign with JAM Productions. In creating better connections with other labor organizations and journalists for press efforts, Director Tao participates in calls led by the AFL-CIO communications team with affiliate communicators to share strategies and media contacts.

A long-term project the Communications Department has started is making tactical implementation plans for daily tasks, like distributing press releases and email blasts. As instructed by Paul Silverman, who taught the Halifax GEB education session on being more productive at work, a clear plan should be in place so that a new person could start in the Communications Department and immediately begin work on current tasks.

As the Communications Department continues to grow and take on more responsibility, they thank the union membership and leadership for their support and making these accomplishments possible. President

Loeb emphasized the good work of the Department and the strength brought to the pillar of communication, so important to the work of the Alliance.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of the Education and Training Department Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams and ICAP members Alan Rowe (Chair) and Kent Jorgensen reported on the recent activities of the Education and Training Department.

*ICAP*

The IATSE Craft Advancement Program (ICAP) members have been working on ten different projects since the July General Executive Board meeting.

*OSHA/ USITT Alliance*

This Alliance took a new step forward in December, when ICAP Chair Alan Rowe and Director White were invited by Dr. David Michaels, Assistant Secretary of Labor for Occupational Safety and Health to attend the Worker Health and Safety Meeting: Future of Work Symposium in Washington, DC. The main focus of this meeting was discussion of OSHA's new Safety and Health Program Management Guidelines. The guidelines are not a new standard or regulation and do not create any new legal obligations or alter existing obligations created by OSHA standards or regulations. Instead, they seek to improve workplace safety.

The new guidelines are open for public comment and review until February 15, 2016 and the ICAP is preparing an IATSE response which will be submitted soon. The ICAP is also expanding its program to train OSHA compliance and consultation officers in more regions in 2016.

At the 2016 USITT Conference in Salt Lake City in March members of the ICAP will present an Entertainment Industry OSHA 10 class as part of the OSHA Alliance. IATSE members who are in the area or plan to attend the show should check out the details and register for the course, which will result in an OSHA 10 certificate. Registration is through the USITT website. Motivated by the exhibition industry, the Entertainment Technician Certification Program (ETCP) is developing a new electrical certification called The Power Distribution Technician Certification. Intended for persons who are working with portable power systems, this certification will be beneficial to IATSE local unions, Employers, and members who work with electricity. The SMEs (Subject Matter Experts) from IATSE Locals who are helping to develop the test for this certification include: Rob Baxter (Locals One/205), Christopher Wren (Local 2), Lance Hughston (Local 16), John Lacy (Locals 16/728), Phil Reilly (Local 481), and SME Co-Chair Alan Rowe (Local 728).

The primary standards writing organization for the entertainment industry is Professional Lighting and Sound Association (PLASA). There were major changes at PLASA in 2015. PLASA North America dissolved their relationship with PLASA UK in December. The name of the organization will change back to Entertainment Services and Technology Association (ESTA). ESTA is responsible for creating all of the American National Standards Institute (ANSI) standards for the entertainment industry and it is extremely important that all member Locals continue their sponsorship of ESTA; Locals that are not members should join.

The second round of National Electrical Code Panel 15 meetings for the 2017 revision were held this past November in San Diego. Brother Eddie Kramer (Local One) and Alan Rowe (Local 728) were there to protect IATSE interests. The scope of Code Panel 15 covers Theaters, Motion Picture Studios, Carnivals and Fairs, and other places of Assembly where we work. Working with ESTA and representatives of the Alliance of Motion Picture and Television Producers (AMPTP), the IATSE has been able to negotiate Regulations that take into account the entertainment industry and the safety requirements placed on IATSE crews.

ICAP Member Eddie Raymond attended the Event Safety Alliance's Event Safety Summit in Lititz, PA with International Representative David F. Garretson. The ESA is primarily concerned with the safety in the outdoor live event portion of our industry where many IATSE members work, but which is still largely unrepresented. The ICAP has been involved with the ESA since their inception after the Stage Collapse at the Indiana State Fair.

Worker's Memorial Day (U.S.)/ National Day of Mourning (Canada) is April 28. IATSE observances have been very successful, and everyone is asked to participate again this year in honoring our sisters and brothers who went to work and never came home with a union-wide moment of silence.

Every year, the North American Occupational Safety and Health (NAOSH) Week is held the first full week in May. Following on the heels of Worker's

Memorial Day, the purpose of NAOSH Week is to raise safety awareness among workers and employers and promote safer workplaces. Locals are asked to plan now to celebrate NAOSH week by holding seminars, publishing safety literature, or participating in events promoting safety activism - whatever feels right for your Local. Reminders and information about both Worker's Memorial Day and NAOSH week will be in the first quarter Bulletin.

ICAP continues to work closely with the IATSE Training Trust to present calendared OSHA 10 classes, and to coordinate assistance for members and Locals who are preparing to take certification exams, such as ETCP. All of the ICAP members, but especially Brother Rowe recently spent dozens of hours helping to develop safety classes for the Training Trust Fund in conjunction with UCLA, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons.

The ICAP concentrates its work in three areas: supporting the IATSE Training Trust Fund, facilitating the IATSE/USITT/OSHA Alliance and coordinating Standards Writing. They are very proud of the work that they are accomplishing in the United States and Canada and they look forward to the challenges that await them.

The members of the ICAP and the Locals that give them the support to do this work are Joe Aldridge (Local 720), Paul Dean, Jr (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728), who is the current ICAP chairperson.

*InfoComm*

A/V Essentials Training, offered in coordination with InfoComm, was held in nine cities in 2015: Salt Lake City, Atlanta, Dallas, Portland, Honolulu, Philadelphia, Los Angeles, Anaheim, and Denver. This example of embracing technological change and education will help to secure good audio visual jobs in the future for the membership.

A Train-the-Trainer session is held with a local union's most skilled A/V workers so that they are able to assist with instruction and continue the program on their own.

During class, training works on the principal of building blocks. Explanatory lectures with step by step breakdowns of a skill, followed by a hands-on session, allow the theoretical to become practical and enables solid learning to take place.

Costs of this program have been greatly reduced by the purchase of a scanner, which has eliminated the need for shipping hard copies of surveys, and by securing relationships with instructors all over the country, so that whenever possible the closest instructor to the training is contracted, thus keeping travel costs down. Five exceptional instructors were highlighted for their knowledge, dedication, and good work: Toby Payne, Dan'l Cook, Jennifer Bacon, Gary DeJidas, and Andre LeJeune.

Additionally, Locals are reminded that InfoComm membership is free to all IATSE members with many online classes, passes to the InfoComm show, and other perks.

Because of his dedication to A/V training, and his close work with InfoComm, Representative Adams has been placed on InfoComm's curriculum advisory committee, a group that reviews submissions for classes to be given at the annual InfoComm show. This appointment will put the IATSE in a position to promote classes that will attract Live Event Techs, as opposed to the heavy Integration tracks that are now offered, and will help to secure educational opportunities for the membership.

*District Education Sessions*

Approximately 800 local union leaders were trained in 2015 at the District Education Sessions, which are designed to enrich and expand on important union themes like activism and organizing, and permit a regional focus on these topics. Leaders who have attended GEB education sessions, LEAP classes and/or the Officer Institute can enrich their learning at District Ed trainings, while Locals who have not been able to participate in these other opportunities have a chance to be reached, informed, and included.

During the late summer and fall, our 2015 District Convention Education Program continued to present "Creating a Strategic Framework for Activism in Your Local Union". A summary of this training may be found in the fourth quarter IATSE Bulletin, and all of the Activism resources provided through Ed sessions at the Districts and past GEB meetings are on the IATSE website.

The 2016 District Trainings are in development now, and will focus on using everything Local leaders have learned thus far about the Four Pillars of Success (Leadership, Skills & Safety, Activism and Communications) to teach them how to build power for their Local and the IATSE as a whole. District

Secretaries will be contacted mid-March with specifics about the training sessions in their Districts.

Local leaders also have an opportunity to attend educational workshops at all General Executive Board sessions. This GEB meeting features Scott Treibitz, President of TriCom Associates Inc., who will lead a class called "Media and Messaging Training for Local Unions". The session will focus on best practices in planning and delivery of communication strategies which can be applied to contract campaigns, organizing, internal dynamics and political activism.

*LEAP*

The Labor Education Assistance Program (LEAP), founded in 2009, continues to be popular, providing reimbursement for tuition and room and board to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. In 2015 total LEAP spending was $12,084.35 in Canada; and $32,164.65 in the United States. Over the past seven years, the International has reimbursed Local leaders a total of $251,002.04 through LEAP.

*Hidden Career Path Days*

Six Hidden Career Path Days are presented in conjunction with the Roundabout Theatre Company during the 2015-16 school year to enhance New York City high school students' appreciation of and exposure to careers in technical theater, to equip students with knowledge of the skills required and pathways possible to pursue those careers, and to educate students about the IATSE and why unions are important. Students meet on six different days throughout the year for interactive mini-lessons. So far this year the topics have included:

- Electrics: How to focus a light, how to read a light plot, how to coil cable, how to change a lamp

- Stagehands: Personal protective equipment to support safe work conditions, how a scenic studio develops shop drawings from design drawings, how to make prop whiskey with a label that will last for the run of the show, how a crew collaborates with stage managers to complete a scene shift

- Sound: Wireless transmission and receivers, how computers mimic the way our brain interprets sound signals, how a sound engineer sets up a system, working with actors to place microphones, how rules within a sound department allow a team to work collaboratively and efficiently, how to line-mix a show

And coming this spring, sessions are planned for:

- Front of House: Duties of company managers, what does it mean for a ticket seller to "paint the house", how to be a good usher.

- Wardrobe: Rigging a costume for a quick change, executing a quick change, how to takes a performer's measurements, maintaining a costume for the run of a show, how to sew a snap onto a costume, how to paint and repair shoes

- Hair and Make-up: Wig-making, hair prep and how to pin a wig, "Wicked" make-up techniques, old-age make-up techniques, 1940s hair styling, applying cuts, bruises, and blood with make-up

Recent Hidden Career Path Days have included tours of such renowned theaters as Radio City Music Hall, City Center, and The Koch Theatre, all led by IATSE Local One members who speak not only of their theaters and technical skills but also of the importance of union membership. Special thanks to Local One President Jim Claffey, who always goes above and beyond to coordinate Local One members working at the top of their fields as Hidden Career Path Day presenters, and to the members themselves, who graciously volunteer their time.

*lynda.com*

Over 5,000 members have enrolled in lynda.com as of December 1, 2015. The subscription period began on September 1, 2015 and ends on August 31, 2016. Only four months into the subscription period, members are taking full advantage of the wide range of offerings in the lynda.com library and have viewed over 81,801 videos, and been awarded 781 certificates of completion.

The most popular courses for improving craft skills are DaVinci Resolve 11 Essential Training, Avid Media Composer 8 Essential Training, SketchUp 2015 Essential Training, Premiere Pro CC Essential Training, and Up and Running with Vectorworks.

Members are also using lynda.com to improve leadership and union skills, and are taking courses such as WordPress Essential Training, various Excel Courses, Communication Tips, Strategic Negotiation, Time Management Fundamentals, Strategic Planning Fundamentals, Managerial Accounting, Facebook for Business, Conflict Resolution Fundamentals, Leading with Emotional Intelligence, Body Language for Leaders, Influencing Others, Leadership Fundamentals, and Negotiation Fundamentals

Enrollment is through the local union and forms and information can be found in the fourth quarter Bulletin and on the IATSE website.

*Road Show*

The IATSE Road Show: Why Unions Still Matter was presented to over 400 attendees in 2015, not including those who saw it at the IA Officer Institute. Among the cities hosting the show since the General Executive Board Meeting in July, were Scranton, New Orleans, and Portland. Locals who wish to bring the Road Show to their towns should contact Representative Joel Youngerman. Information is on the IATSE website.

*Staff Training*

As has become customary, there will be three days of Staff training for the IATSE General Executive Board, International Representatives, and top staff held from April 4-7, 2016 at the Maritime Institute near Baltimore, MD. In addition to Department meetings and concrete work plans, the staff will focus on skills and strategies for the year ahead, especially tools to deliver a unified message on building IATSE power through organizing.

*National Labor Leadership Initiative*

At previous GEB meetings, it has been reported that both General Secretary-Treasurer James B. Wood and International Trustee White participated in the National Labor Leadership Initiative, a pro-worker think-tank and education program devised by the AFL-CIO and the Worker Institute at Cornell University to unite labor unions, worker/justice groups, and local Central Labor bodies. Participation in this program shows a significant commitment to relationships with our partners in the Labor movement as a way of strengthening it to better serve the people we represent.

As the larger program continues, it has also branched out, with the creation of regional Labor Leadership Initiatives. The first of these was held in the American South this past year and was attended by District 7 Secretary Andrew Oyaas. These attendees will be consulted as the next regional group is formed in the Pacific Northwest, encompassing both the United States and Canada. Local 891's Dusty Kelly will participate in this session. Plans also include a session for the six New England states, to be devised with the assistance of the U Mass Labor Education Program later this year.

These personal alliances between top leaders in the national and local labor community are important. Secretary Oyaas writes, "…Our leaders in the south (and around the country for that matter) should attend this or similar program. While we as the IA don't [always] need to have community partners in our campaigns, knowing they are there when we do is invaluable."

All of the programs and plans of the Education and Training Department serve its primary objective: Creating a Culture of Continuous Education in the IATSE

In our three areas of focus—Skills and Safety Training, Union Leadership Education, and High School/College Outreach, we are always mindful that the creativity, wisdom, knowledge and imagination of our teachers, our leaders, and our workers need to be shared to keep the union strong. With this in mind, the Education and Training Department, with the support of President Loeb, General Secretary-Treasurer Wood, the Board, the representatives and the staff, the Locals, and the workers are able to serve this one objective by:

- Using all types of labor studies courses to create smarter, more confident, more connected leadership at every level of the IATSE

- Make job sites safer for the workers we represent

- Encourage up-to-date craft skills in every area to guarantee that any IATSE crew is the best in the business

- Inform students who are our workers of the future about the essential role the IATSE will play in their entertainment-industry careers

President Loeb observed that 800 local union leaders have been trained, which helps to secure jurisdiction for members. President Loeb also observed that this Department is hard at work, constantly innovating. He complimented the Department on its tremendous work, thanking all at the table, especially noting the leadership of International Trustee White. He stated that he is extremely proud of the rule making and licensing activities of the ICAP. He encouraged members to become ETCP certified. Additionally, he noted that in A-V Training, the IATSE has to be the go-to labor force. To that end, influence on industry boards expands the IA presence in the industry.

PRESIDENT LOEB: Microphone 7.

DELEGATE IAN FOULDS, Local 873: Mr. President, Ian Foulds, Local 873, Toronto, Motion

Picture Technicians. I want to echo the praise for the leadership in the education area that's ongoing. I'd also like to express my thanks for the "Train the Trainer" program, which I personally have been partaking in. In fact, there's been 20 of our members that have done Train the Trainer program, I believe.

I'd like to express my thanks to Liz Campos and Dr. Johnson for their efforts, and I feel strongly that they have improved my ability to be an instructor and my ability to get the message of safety and skill to our membership.

Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE ALAN M. ROWE, Local 728: Mr. President, I'm Alan Rowe, President of Local 728 and Chair of the ICAP Committee. As both President and Chair, it's safe to say I have a lot of interaction with the Department – with the staff of the Education Department. I would like to recognize someone who I feel is a hero of the Department. Whether I'm working with lynda.com memberships, applications, or for the Officers Institute, or the work of the ICAP, such as the presentation we gave last weekend, Jennifer Halpern has always been there to make it happen. Her work is solid, professional, and she is a valuable part of the Department, and I would like to say thank you to Jennifer for all of her hard work. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 5.

DELEGATE REBECCA RHINE, Local 600: Mr. President, Rebecca Rhine, ICG Local 600. I also want to express my appreciation for the training offered. One of the first things I did when I came to Local 600 was sign up for the officers' training; I was encouraged to do so. I found it invaluable in understanding the history and the culture of the organization.

And I found, in particular, Pat and Robin's warmth and welcoming demeanor to be very nourishing as I was trying to make my way through what's a complex transition. And I really do appreciate the opportunity to learn more early on and to help increase my ability to effectively serve the members. It also was a wonderful way to connect with many of my new colleagues and friends.

So thank you so much.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE Broadcast Department" (Gavel)

## IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England and International Representatives Steve Belsky, John Culleeny and Fran O'Hern reported upon the recent activities of the Department. Over the past several months, the Broadcast Department has remained active in several well-established and new jurisdictions. The Department has continued to pursue wage and benefit increases for members, build consistency and parity among contracts, and provide communications and resources for Locals. Its work with members, Locals, and employers was reported to the Board.

*Fox Sports Net Southwest Regional Negotiations*

In pursuit of a first multi-region Fox Sports Net contract, Department representatives have met with bargaining committees in each of four markets where existing right-holder contracts expire in 2016. These extended meetings in Los Angeles, San Diego, Arizona, and Texas have been open to members, allowing crew interests in each territory to be addressed. A draft of the IA's contract proposal has been sent to the company and the parties' first negotiating session was held in Los Angeles on January 5-6, 2016.

*Local 100, New York, NY*

It was reported that Local 100 hired full-time Business Agent Lorraine A. Seidel. This was a positive step for the Local. A successor crewing contractor agreement has been renegotiated with all New York area contractors and ratified by the members. One contractor sought to break from the pattern set with other employers, but the Local remained firm and a fair contract was achieved. It was noted that due to a relationship between Fox Sports and YES Network, crewing that was previously being done under a contractor's agreement is now being done under the YES Network agreement. This created some jurisdictional difficulties, which the Local worked through cooperatively with another union that was involved.

*Local 119, San Francisco*

Local 119 recently passed a constitutional amendment to increase its membership dues with plans to hire a full-time Business Agent. The Super Bowl will be held in February 2016 at Levi Stadium in Santa Clara, CA. Locals 119, 16 and 134 are working together to make sure that work on the event will be performed under IATSE contracts.

*Local 414, Wisconsin*

Local 414's constitution was drafted and received all necessary approvals, including that of its members. The Local conducted elections and a full slate of officers has been installed. After approximately one full year of organizing and bargaining over work within Wisconsin, all of Local 414's contracts are now established. It was noted that the officers and members of Local 414 have achieved some great successes in the Local's short history.

*Local 487, Mid-Atlantic*

It was reported that Jeff Feldman has become an Assistant Business Agent for broadcast technicians represented by Local 487. He was commended by the Broadcast Department for maintaining good relationships with the employers and technicians in the mid-Atlantic markets. It is anticipated that the IA's prominence in this region will continue to improve as a result.

*Local 745, Minnesota*

Local 745 recently held elections for new officers. A new Business Agent, Charlie Cushing, was elected. It was noted that he was previously active as an executive board member and is poised to maintain the Local's recent successes. It was also noted that Local 745 is actively organizing. The Local has been working cooperatively with Local 13 to organize work in and around the Twin Cities. Efforts have recently focused on a new football stadium being built in Minneapolis.

*Local 748, Arizona*

Local 748 is preparing for revision and renewal of expiring rights-holder contracts and secondary crewer contracts within its jurisdiction. New work on Rush Media's pre-season baseball games created forty-four additional events for the Local in 2015. Rush Media will be returning to Arizona for spring training baseball in 2016 and it is expected that the same forty-four games will be covered. It was also noted that remote broadcast trucks will arrive early to air Japanese spring training baseball games during February 2016. This work will also be covered by the Local's agreements.

*Local 762, Chicago*

Local 762's members continue to work in an environment where three separate broadcast unions contend with each other for the same work. The Local is currently working to secure IATSE coverage of Rush Media content after the work was taken over by a crewing subcontractor with ties to all three unions.

*Local 793, Washington and Oregon*

Local 793's recent work includes constitution and bylaw revisions that will effectively bring both its major urban markets—Seattle and Portland—closer together. As a result of those changes, a combined executive board will be poised to steadily represent the interests of all members involved.

*Local 796, Texas*

Local 796's contract with Fox is the first to expire in 2016. Therefore, the Texas Local has been proactive in assessing the revisions and requests that will eventually lead to a joint multi-regional contract. The Local's officers and members have also been active in addressing one-off productions that take place within their market and they recognize the need to organize those employers.

*Indianapolis, Indiana*

Following very successful organizing efforts, the Department commenced contract negotiations with the Indiana Pacers in early fall 2015. Early focus on initial contract proposals has moved slowly. The employer has been resistant to concepts and conditions that have become standard in the IATSE's regional broadcast agreements in other markets. The Department's representatives are scheduled to return for a two-day negotiating session during the last week of January. Individuals working for the Pacers are anxious to proceed in the interim by identifying additional organizing targets within the Indiana market.

*Education and Training*

It was reported that the Department has been actively working with the IA Education and Training Department to develop a course of study for technicians who wish to become more skilled at working with fiber optic cable and networks. Fiber optics are becoming the standard way of sending signals in the broadcast industry. A training class has been developed with the assistance of Jesse Madison, a member of Local 745 in Minnesota. The class was first held in Minneapolis in January 2016. It will later be held in other locations for all interested broadcast Locals. The Department is also offering class spaces to stagehand Locals within any territory where the class will be offered.

*Organizing*

It was reported that the Department continues to maintain an active organizing presence in many areas of the country where IATSE broadcast contracts are not currently in place as well as in areas where IA local unions have been chartered. Through its new organizing initiatives, the Department will continue to pursue its goal of representing all broadcast workers.

President Loeb remarked that the broadcast sector is one of the most difficult areas the Alliance deals with due, in part, to current industry changes. However, further organizing is almost always the answer to these concerns. The foresight of the Broadcast Department is important and the Alliance will not be left behind so long as its prominence is established. He further noted that several broadcast Locals are taking the right step by establishing full-time Business Agents. He thanked the Department for its report and praised the commitment of those reporting.

"IATSE Canadian Affairs Department"

## IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Barny Haines, Julia Neville, Peter DaPrato, Jason Vergnano and Krista Hurdon, CLC Delegate Kelly Moon, Canadian Legal Counsel Ernie A. Schirru, and Local 856 and District 12 member Scott A. Martin reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Halifax, Nova Scotia (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a multitude of tasks ranging from organizing to collective bargaining to activism. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

*Local 56 Montreal - Stage*

Local 56 is in the midst of an organizing campaign involving a significant employer of stagehands in Quebec. The Local hopes to be in a position to report that it has filed an application for certification with the Quebec Labour Board at the next General Executive Board meetings.

*Local 58 Toronto – Stage*

Local 58 recently filed an application for certification with the Ontario Labour Relations Board (OLRB) in respect of stagehands working at The Factory Theatre located in Toronto. Founded in 1970 by Ken Gass and Frank Trotz, Factory Theatre was the first company in the history of this country to produce only Canadian plays. A vote of the affected employees was conducted by the OLRB in late December 2015 but the ballot box has been sealed pending the outcome of employee status challenges raised by the Theatre which are scheduled to be heard by the OLRB in February 2016.

*Local 63 Winnipeg – Mixed*

A recent internal review of Local 63's business affairs has identified some challenges for the Local leadership that may require the assistance of the International.

Local 63 has recently commenced a lawsuit against the Canadian Football League with the assistance of the International Defence Fund. The lawsuit alleges a breach of contract arising from the CFL's decision to engage NASCO, a non-union contractor, to perform all labour in connection with the November 2015 Grey Cup half-time show after it had already entered into a contract with Local 63 to perform the work.

*Local 212 Calgary - Stage*

Local 212 recently faced a possible jurisdictional dispute with the Directors Guild of Canada (DGC) over the editor a production entitled "Heartland". After some initial posturing, the IATSE's jurisdiction to represent the editor was agreed to by both the production and the DGC without the need for litigation.

This recent jurisdictional dispute highlighted the fact that there are currently no processes in place which will allow the two organizations to quickly and easily meet to resolve issues as they arise so as to avoid the necessity of more formal proceedings before arbitrators and labour boards. Accordingly, the IATSE Canadian Office has initiated discussions with senior representatives of the DGC to remedy this situation and to also identify areas of mutual interest. Some topics being discussed include:

- An informal dispute resolution process;
- Joint lobbying;
- Reciprocal agreements to allow for easier access to health and retirement contributions for dual members;

- Merger of our national health plans; and
- Coordinated bargaining;

*Local 262 Montreal - Operators*

Local 262 is in the midst of a protracted dispute with Cineplex Canada, the largest operator of movie theatres in the country. The Local has eight agreements with Cineplex in the province of Quebec. Recent organizing successes have translated into the Local recently acquiring the bargaining rights for 90 employees at the Ste. Foy Theatre located in Quebec City and 110 employees at the Colossus Theatre located in Laval. Negotiations for a first collective agreement at each venue have been unnecessarily confrontational and have resulted in conciliation and arbitration in both instances. The parties continue to litigate the first contract arbitration with four hearing dates already completed and an additional nine dates scheduled into February 2016. The International continues to assist the Local throughout this process.

*Local 295 Regina/Moose Jaw - Mixed*

Local 295 had experienced a drastic reduction in members and work when the Saskatchewan government eliminated tax incentives for the film industry in 2012. Earlier this year, however, the Local was advised that the provincial government was cautiously re-introducing a limited form of financial support to encourage low budget productions in the province in the range of $2 million. Since this announcement, the Local has been able to secure agreements on the low budget productions shot in and around Regina in 2015, including, *Adventure Club, Chokeslam,* and *Archie*.

Local 295 will be working alongside Local 669 in an effort to secure further work in the province in the future.

*Local 523 Quebec City - Mixed*

Local 523 acquired bargaining rights for employees working at Quebec City's Videotron Arena, an arena built by Quebec City but managed by Quebecor which in turn has engaged AEG Worldwide to run the day-to-day venue operations and programming.

With major shows coming into the venue almost immediately following the Local's certification, the Local and AEG concluded an interim agreement covering working conditions and wages to ensure that the first batch of shows were not negatively impacted by lack of an agreement. The Local is presently working under this interim agreement and is in negotiations to conclude a final first collective agreement. International Representative Jason Vergnano is currently working with the Local and AEG to provide ETCP training in the New Year.

*Motion Picture Term Agreement Negotiations*

All of the major union and guild term agreements in Canada were renegotiated in 2015. While a number of gains were made in the areas of funding for training and the introduction of cable television terms and conditions for high budget SVOD productions. The latest round of bargaining speaks to the need to work with other unions and guilds to better coordinate the industry's bargaining efforts.

*BC Master Agreement*

The BC Council of Film Unions negotiated the BC Master. The council is comprised of IATSE Locals 891 and 669 along with Teamsters Local 155. After seventeen days of bargaining for the 2015-2018 term agreement, which expired March 31, 2015, an agreement was reached on August 7, 2015, and was ratified on September 10, 2015.

There were a number of gains achieved in the BC Master Agreement consistent with bargaining that took place in the US, including:

- provisions addressing subscriber video on demand consistent with cable television productions;
- the introduction of contributions starting in October 1, 2016 (with a cap) for training and the agreement to form a jointly managed Training Society;
- a fringe increase to reflect a new statutory holiday in BC, Family Day;
- an increase in hourly rate when ETCP certification is required;
- an increase in the Generator Operator buyout;
- a clarification that additional units shall have the same minimum camera crew requirements as First Unit if Principal Actors are involved;
- annual wage increases effective as of August 2, 2015.

*Local 873 Toronto – Term Agreement*

The Local 873 bargaining proved more contentious than the negotiations in BC. Bargaining broke off on two occasions and the Local sought and received an overwhelming strike mandate from its membership. Ultimately the Local was able to achieve the following:

- annual wage increases in each year of the agreement with an additional increase in the first year for all cable television productions;

- an additional increase in wages in the third year of any cable series and an additional percentage in the fifth year of a series;

- the introduction of an hourly training contribution effective when the agreement is ratified (with caps);

- similar recognition and terms and conditions for high budget SVOD were obtained.

*Local 411 Toronto - Term Agreement*

Local 411 reached an agreement for a one year extension of its term agreement with the Canadian Production Association which also covers the AMPTP companies.

*Canadian Entertainment Industry Entertainment Retirement Plan*

The Plan continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of $320 million and 16,553 participating members. Contributions to the plan have dramatically increased each year since 2010 reflecting the growing number of participating members, improvements to contribution rates under the various collective agreements and a general increase in work under collective agreements in Canada.

*IATSE Canadian National Health Plan*

The National Health Plan is made up of twenty-five groups totaling 15,000 participants. In November 2015, the first Stakeholder report was provided to all participating groups. This report contained Plan information for local plan administrators including many legal opinions obtained jointly regarding new Canada Revenue Agency policies affecting health trusts. In addition, the Plan scheduled three webinar sessions in December 2015 for administrators, trustees and staff to learn how to use GroupNet, the Great West Life online systems.

The Plan is starting to see some real synergies, apart from the efficiencies and savings the Plan has achieved with its health premiums arising from the merger and consolidation of so many local plans. The Plan continues to work with its consultants on a number of fronts to review local plan design to support greater efficiencies.

*Department Outreach and Activism*

In keeping with past reports, the following is a summary of some of the education outreach and activism efforts of the Canadian Department since the last General Executive Board meeting:

*Education*

Representative Hurdon continues to represent the IA at various educational facilities. She spoke at an HR class of post-graduate students in the Arts Administration program at Humber College in Toronto and participated in a new one-day City of Toronto program called Step Up: Career Exploration for Youth.

*COMET*

Since the Summer GEB, Locals 58, 129, 680 and 849 have all received Continuing Organizing Member Education Training (COMET) training from Representative Vergnano, with additional sessions being scheduled in the early New Year for Locals 168 and 891.

*Why Unions Still Matter Roadshow*

Representative DaPrato continues to work with Dr. Wayne Lewchuck of McMaster University and has coordinated the presentation of "Why Unions Still Matter" to Locals 849 and 680 in Halifax and Locals 63 and 856 in Winnipeg.

*Activism*

Vice President Petti was elected as a Vice-President on the Executive Committee of the Alberta Federation of Labour.

Local 210 member, Siobhán Vipond, who is currently the Secretary-Treasurer of the Alberta Federation of Labour, was named by Alberta Premier Rachel Notley to sit on the Premier's Advisory Committee on the Economy.

Local 411 Business Agent, Chandra-Li Paul, was acclaimed as the Solidarity & Pride Vice President for the Ontario Federation of Labour. Channi also represents the IA on the CLC Solidarity and Pride Committee.

Local 667 Quebec Business Representative, Christian Lemay, was elected as Chair of the RFAVQ (Regroupement pour la formation en audiovisuel du Québec), which is the training body for the audio-visual industry in Quebec.

Local 680 Vice President, Deborah Richardson, was re-elected as Vice President for Unions Representing 1,000 Members or Less for the Nova Scotia Federation of Labour.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and activism are particularly commendable.

PRESIDENT LOEB: Microphone 4.

DELEGATE MONTY MONTGOMERIE, Local 873: Mr. President, Monty Montgomerie, Business Agent for IATSE Local 873, Toronto.

On behalf of the membership of IATSE Local 873, I'd like to take this time to thank you, Mr. President, Vice President and Director of Canadian Affairs John Lewis, and legal counsel Ernie Schirru for the leadership and the assistance you provided our Local during what was, without question, the most contentious round of bargaining our Local has ever had with the AMPTP.

After negotiations broke down, Local 873 returned to the table with two new powerful bargaining tools. We had an overwhelming strike mandate from our membership, and we had you, Mr. President, sitting at the table with us. Without question, your presence, your leadership, and your guidance helped empower our negotiating committee to stand up and fight for the gains we achieved in the end.

Thank you and everyone at the International for being there for us, and for being there for 873 anytime we've ever needed you. Thank you.

PRESIDENT LOEB: Thank you, Monty.

*(Applause)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE Legal Affairs Department" (Gavel)

## IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, Associate Counsel Adrian D. Healy, Associate West Coast Counsel Andrew Kahn, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

The report first referenced several prominent National Labor Relations Board (NLRB) developments. It was reported that on August 27, 2015, the NLRB issued a long-awaited decision in a case called "Browning-Ferris" or "BFI." Formally named Browning Ferris Industries of California d/b/a as Newby Island Recyclery, this case resets the law in determining joint-employer status. Since the 1980's the Board has continuously narrowed the circumstances where a joint-employer relationship can be found. The law was consequently out of step with changing economic times. In particular, it was noted that nearly three million U.S. workers are temporary or contingent employees, who are often subject to the control of multiple entities within their workplaces.

In Browning-Ferris, the NLRB made a return to the historical definition of joint-employers. The restoration of this standard means that workers will have a meaningful opportunity to bargain with the employers who actually control their terms and conditions of employment, including economic conditions. This will be an important decision for the Alliance inasmuch as workers are often employed by contractors and subcontractors across many sectors of the entertainment industry.

It was also reported that the NLRB continues to develop law in the context of changing technology. Most recently, the Board decided a case that focuses on employees' use of recording devices in the workplace. In the case of Whole Foods Market, Inc., decided on December 24, 2015, the NLRB ruled that photography and audio and video recording at the workplace are legally protected activities under certain circumstances. It was noted, however, that many IA members work for entertainment companies that have greater interests in regulating that conduct. Confidentially restrictions are the norm in the entertainment industry, but they should be drawn narrowly to protect only legitimate employer interests. If such a restriction seems too broad, it is best for local unions to consult their legal counsel.

A prominent U.S. Supreme Court case was also reported upon. On January 11, 2015, the Court heard oral arguments in Friedrichs v. California Teachers Association, a case where plaintiffs say that it should be unconstitutional to require employees of public sector employers to join unions or pay agency fees to unions. The plaintiffs, sponsored by "right-to-work" groups and their allies, seek to have the Court overrule decades of precedent. The case could have a wide-spread impact and effectively impose a right-to-work regime in the public sector in all states. Many legal observers are unfortunately predicting an outcome in favor of the plaintiffs. It was noted that a bad decision in this case would not have an immediate legal impact on the IATSE's private sector members, but the indirect result would be an overall weakening of organized

labor. It would likely result in more unfriendly state and local politicians being elected and enacting more anti-union and anti-worker laws.

Canadian Counsel Ernie Schirru reported to the Board on the Ontario Government's new mandatory retirement savings scheme, the Ontario Retirement Pension Plan (ORPP), which is slated to become effective in waves starting in 2017. By 2020, every employee in Ontario will be part of either the ORPP or a comparable workplace pension plan. Employer contributions to an individual and/or group RRSP plan is not considered to be a "comparable workplace pension plan" under the ORPP legislation. This means employers will be obligated to contribute to the ORPP in addition to any collective agreement obligations to contribute to an RRSP on behalf of employees. It was noted that Ontario Locals of the Alliance should educate themselves on the ORPP and determine when the obligation to contribute becomes effective in their respective workplaces. This is an additional form of compensation that must be taken into consideration when bargaining any first or renewal collective agreements. Attorney Schirru also noted that Ontario IATSE Locals should take steps to ensure signatory employers' compliance with their obligations to comply with the Government's scheduled roll out of the plan.

Among other Canadian legal developments, it was reported that in January 2016, a construction company project manager operating in Ontario was sentenced to three and a half years in prison after four construction workers fell to their death from a swing stage on December 24, 2009. This is the first time a jail sentence has been imposed for a violation of the 2004 Westray Bill amendments to the Canada Criminal Code – amendments which contemplate criminal negligence liability for those workplace players responsible for serious injuries and/or deaths. Counsel Schirru noted that this recent decision underscores the importance of all IATSE members across Canada getting health and safety training so as to avoid not only a similar workplace tragedy but also the prospect of criminal consequences.

Finally, the report discussed the status of two lawsuits in U.S. federal courts where the International was named as a party. A former member of Local 21 filed the first of these, which was mentioned during previous reports to the Board. The Board was reminded that all claims against the International had been dismissed. The Board was also reminded that a former member of Local 2 also filed claims against the International in a case in Chicago. In the latter case, the International's motion to dismiss the Plaintiff's claims against it has been granted and the International has been effectively released from the lawsuit. The plaintiff attempted an appeal, but has thus far been unsuccessful.

President Loeb thanked the legal department for its report and noted that it is important for the Board and others in attendance to remain apprised of significant legal decisions that may impact the Alliance and its members.

"IATSE Equality Statement"

## IATSE EQUALITY STATEMENT

A motion was put forward by the General Executive Board for the IATSE to adopt an equality statement for IATSE which was duly seconded and passed unanimously. The IATSE Equality Statement so adopted reads:

*Equal rights are the cornerstone of the labor movement. Unions were founded on the principle that all people are equal and all people are deserving of respect and fair treatment. Equality issues run through all areas of trade union activities – from health and safety to wage negotiations.*

*The International Alliance of Theatrical Stage Employees (IATSE) is committed to equality of opportunity and to eliminating all forms of discrimination. We are opposed to unlawful and unfair discrimination and oppression on the grounds of gender (including transgender people), relationship or marital status, race or ethnicity, disability, sexual orientation, age, language, background, political or religious beliefs, physical appearance, pregnancy or responsibility for dependents.*

*We believe that equality for all is a basic human right and we actively oppose all forms of unlawful and unfair discrimination. IATSE leaders and members must be vigilant in working, both with each other and with our employers, to promote an equal and welcoming environment for all people, through our actions, attitudes, and language. The IATSE celebrates the diversity of society and is striving to promote and reflect that diversity within this organization.*

PRESIDENT LOEB: Microphone 3.

DELEGATE ROSE ETTA VENETUCCI, Local 28: Mr. President, Rose Etta Venetucci, Local 28. Chartered 1895, first female Business Representative.

On behalf of Local 28, I thank you for the IATSE Equality Statement. Our Local immediately adopted the statement. It is pinned to the top of our Facebook

page. Our Local has members single, married, divorced, many working parents. Some are caring for their parents.

Our current Executive Board is a majority of officers that identify as female. The members of our E Board and Committee Chairs cover all of the letters LGBQ and T. We have a young worker as a president. We are developing outreach for unrepresented minorities.

Since publicly posting this statement, we've received a little hate mail via email and personally some really damn scary tweets. We live in a city where a man full of hate killed three strangers on our MAX train. We have supported rallies against hate and discrimination. Local 28, we thank you, President Loeb, and the International, for your unwavering support of equality. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Thank you. Tell them they can send their hate mail to me, and I'll reply.

*(Applause)*

Microphone No. 1.

DELEGATE VANGELI KASELURIS, Local 764: Mr. President, Vangeli Kaseluris, Theatrical Wardrobe Union, Local 764, New York.

I would like to thank you and the IA for this Equality Statement. Many people don't have a family that supports or even acknowledges their existence. This week we have defended against two bigoted attacks against our members. We are in an ongoing battle that we must all continue to fight.

So again, thank you for this wonderful first step that reminds us all that the IA is our family and it supports, protects and respects all of our diverse backgrounds.

*(Applause)*

PRESIDENT LOEB: Thank you.

*(Standing ovation)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE National Benefit Funds" (Gavel)

## IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel E. Di Tolla and William E. Gearns, Jr., International Trustee Patricia White, Special Representative Ronald G. Kutak and International Representative Brian J. Lawlor presented to the Board a report on the IATSE National Benefit Funds.

The pattern of year over year growth in contribution income, assets and participation in the National Benefit Funds continues. As of November 30, 2015, the year to date contribution growth has increased 15.12% over the same period in 2014. More than 57% of that income is derived from motion picture production with the remainder split amongst various live venues, trade show and exhibitions, road shows, box office sports broadcasting and more.

As of November 30, 2015, the total net assets of the Funds have reached approximately $1.3 billion, which represents an increase of almost 110% from December 31, 2009 when the net assets of the Funds stood at only $608 million. The increase in net assets from year end 2014 through the first eleven months of 2015 was 5.57%.

The IATSE National Health and Welfare Fund now provides health coverage to over 40,000 lives in its seven different options, which is an increase of 10% in covered lives since the same time period in 2014. The Fund welcomed participants of Wardrobe Local 764 on January 1, 2016 which has resulted in well over 1,000 new participants. Plan C4, the newest addition to the options under the Health & Welfare Fund's Plan C, which was introduced on January 1, 2015 is realizing rapidly increasing enrollment and is now providing benefits to more than 1,800 participants.

The Board of Trustees worked diligently with Plan professionals to avoid increases to the April 1, 2016 CAPP rates. The Board was able to improve in-network therapy (physical, behavioral, occupational, etc.) visit limits to better accommodate participant needs. To help stem the tide of ever increasing health care costs the Trustees increased out of pocket costs on the C1 and C2 Plans out of network benefits. This was done to incentivize participants to seek lower cost in network providers whenever possible. As of April 1st there will be some changes to the prescription coverage provided by CVS/Caremark to include slight increases in co-payments and to introduce their standard formulary. The Trustees made these minor changes to help stabilize the costs of the various Plan options beyond the April 2016 coverage quarter.

As of January 1, 2016 all claims for medical reimbursement through the stand alone MRP Plan, the Retiree Only MRP and the excess balance reimbursement plan will be handled through the Fund Office. In addition to pledging to provide improved service and faster claim payment turnaround time, a benefit improvement and the time to file claims was extended. For those claims incurred after 1/1/16, there will no longer be visit limits on items such as therapy, acupuncture, well baby care and much more. The time to file claims has also been extended to allow participants to file within twelve months of the date of service.

The IATSE Annuity Fund, with assets held in individual accounts, has over 69,000 active accounts with retirement account balances. This is an increase of over 8.0% from the same period last year. As per an earlier decision by the Trustees, effective December 1, 2015, all individual participant accounts and assets were transferred from Mass Mutual to Wells Fargo. The move was made in order to provide improved services at lower fees for participants. Numerous educational pieces were mailed to participants and Wells Fargo will continue to send material and keep their dedicated website up-to-date.

The IATSE National Pension Fund provides retirement benefits to 2,650 pensioners and approximately 18,000 active working members and inactive vested participants will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C.

The Fund Office developed and launched a customized web-based solution for employers needing to report on their full-time employees to the IRS for Plan year 2015. Under the Affordable Care Act all employers with fifty or more full-time employees must report on those individuals' coverage offering in 2015 or face IRS penalties. Because of Plan C's numerous options, there may be a question of affordability and the NBF is the only entertainment industry plan that needed to develop this tool for employers.

As was previously reported, the Fund Office has been undergoing extensive renovations for much of the past year in order to facilitate projected future growth. The project was completed ahead of schedule and all departments have been fully functional in their new spaces since the end of October.

The Funds released a new version of its newsletter, Behind The Scenes, in early July. This innovative edition is easier to read, packed with more informative articles and continues the efforts of the Funds to bring more information and services to its participants. This new communication piece has been extremely well received by participants.

"IATSE Officer Institute" (Gavel)

## IATSE OFFICER INSTITUTE

International Trustee and Director of the Education and Training Department Patricia A. White and Assistant Department Director Robyn Cavanagh appeared before the Board to report on developments concerning the IATSE Officer Institute.

It was reported that to date, eight sessions of the IATSE Officer Institute have been held and 390 officers have attended from 147 local unions (which represent well over 80% of the Alliance's membership). Participants have come from many geographies and crafts. At the Mid-Summer General Executive Board meeting in July 2015, a report was presented with details concerning the Officer Institute's quantitative impact upon local unions. Analyses of that report and other data, along with input from participating Local officers and Department Directors have prompted changes in the Officer Institute and new programing for 2016.

To reach locations where local unions lack space to house the program, the 2016 Officer Institute sessions will be held in hotels. Yet, local unions in the 2016 cities will continue to provide hospitality in a variety of ways. The dates and locations in 2016 for the Officer Institute are: March 7 – 11 in Cambridge, MA (U.S. Locals only); May 9 – 13 in Austin, TX (U.S. Locals only); October 17 – 21 in Vancouver, BC (U.S. and Canadian Locals).

A joint Canadian and U.S. session is a new feature that was suggested by previous attendees. It is expected that the interaction will lead to productive dialogues. Additionally, the 2016 Institutes will begin earlier on the first day to cover more content and reduce the pressure of covering more material on subsequent days. Highlights of the 2015 Officer Institute sessions were the informal connections that many participants developed, such as during lunch discussions and ad hoc meetings about specific matters. These will be continued in the coming year.

It was reported that small Locals should be encouraged to participate and many are in need of assistance. To address this, the General Executive Board voted to provide thirty subsidies (ten for each session in 2016) to local unions that had less than $250,000 in gross receipts during the previous year. The subsidy application can be found in the Bulletin or on the IATSE website and will be granted on a first come first served

basis to qualifying Locals. Local unions that annually submit U.S. Department of Labor forms LM-4 or LM-3 (or, in the case of Canadian locals, those that have gross yearly receipts totaling less than $250,000) are eligible for a hotel subsidy in order to attend one of the scheduled sessions of the 2016 IATSE Officer Institute. Each qualifying Local may receive subsidies for no more than two officers in calendar year 2016. The subsidy will pay for up to five nights lodging at the designated program hotel. No funds will be paid directly to the attendee or the local union. Subsidy applications must be received at least six weeks prior to the first day of the relevant Officer Institute session. Transportation, meals and other expenses continue to be the responsibility of the local union and/or individual attendees. To apply, a subsidy request form must be submitted together with the standard Officer Institute application. Both forms must be signed by an authorized representative of the Local's executive board.

The Education and Training Department has recognized a need for more in-depth study on many of the topics covered at the Officer Institute. Therefore, advanced officer training will be conducted beginning with the first session in February 2016 at "Officer Institute 2.0." Graduates from the original training have requested advanced classes on many topics, but the two most requested classes are in organizing and Secretary-Treasurer skills. The programming for Officer Institute 2.0 will focus on these topics. In order to attend one of the advanced sessions, participants must have graduated from one of the eight previously-held Officer Institutes. However, the Secretary-Treasurer's portion will be open to anyone currently serving as the Secretary or Treasurer of their Local. Applications and information are available on the IATSE website. The first session will be held February 1-4, 2016 at the Maritime Institute outside of Baltimore, Maryland.

President Loeb remarked on the significance of these programs inasmuch as upwards of 80% of all members of the Alliance now have at least one officer who has attended the Officer Institute. He further noted that officers of smaller Locals could benefit from this extremely valuable training and should attend. For this reason, a practice has been initiated to subsidize their participation. President Loeb concluded his remarks by commending Department Director White and Assistant Department Director Cavanagh for their commitment to this important work.

"IATSE PAC Report" (Gavel)

## IATSE OFFICER INSTITUTE

International Trustee and Director of the Education and Training Department Patricia A. White and Assistant Department Director Robyn Cavanagh appeared before the Board to report on developments concerning the IATSE Officer Institute.

It was reported that to date, eight sessions of the IATSE Officer Institute have been held and 390 officers have attended from 147 local unions (which represent well over 80% of the Alliance's membership). Participants have come from many geographies and crafts. At the Mid-Summer General Executive Board meeting in July 2015, a report was presented with details concerning the Officer Institute's quantitative impact upon local unions. Analyses of that report and other data, along with input from participating Local officers and Department Directors have prompted changes in the Officer Institute and new programing for 2016.

To reach locations where local unions lack space to house the program, the 2016 Officer Institute sessions will be held in hotels. Yet, local unions in the 2016 cities will continue to provide hospitality in a variety of ways. The dates and locations in 2016 for the Officer Institute are: March 7 – 11 in Cambridge, MA (U.S. Locals only); May 9 – 13 in Austin, TX (U.S. Locals only); October 17 – 21 in Vancouver, BC (U.S. and Canadian Locals).

A joint Canadian and U.S. session is a new feature that was suggested by previous attendees. It is expected that the interaction will lead to productive dialogues. Additionally, the 2016 Institutes will begin earlier on the first day to cover more content and reduce the pressure of covering more material on subsequent days. Highlights of the 2015 Officer Institute sessions were the informal connections that many participants developed, such as during lunch discussions and ad hoc meetings about specific matters. These will be continued in the coming year.

It was reported that small Locals should be encouraged to participate and many are in need of assistance. To address this, the General Executive Board voted to provide thirty subsidies (ten for each session in 2016) to local unions that had less than $250,000 in gross receipts during the previous year. The subsidy application can be found in the Bulletin or on the IATSE website and will be granted on a first come first served basis to qualifying Locals. Local unions that annually submit U.S. Department of Labor forms LM-4 or LM-3 (or, in the case of Canadian locals, those that have gross yearly receipts totaling less than $250,000) are eligible for a hotel subsidy in order to attend one of the scheduled sessions of the 2016 IATSE Officer Institute. Each qualifying Local may receive subsidies for no more than two officers in calendar year

2016. The subsidy will pay for up to five nights lodging at the designated program hotel. No funds will be paid directly to the attendee or the local union. Subsidy applications must be received at least six weeks prior to the first day of the relevant Officer Institute session. Transportation, meals and other expenses continue to be the responsibility of the local union and/or individual attendees. To apply, a subsidy request form must be submitted together with the standard Officer Institute application. Both forms must be signed by an authorized representative of the Local's executive board.

The Education and Training Department has recognized a need for more in-depth study on many of the topics covered at the Officer Institute. Therefore, advanced officer training will be conducted beginning with the first session in February 2016 at "Officer Institute 2.0." Graduates from the original training have requested advanced classes on many topics, but the two most requested classes are in organizing and Secretary-Treasurer skills. The programming for Officer Institute 2.0 will focus on these topics. In order to attend one of the advanced sessions, participants must have graduated from one of the eight previously-held Officer Institutes. However, the Secretary-Treasurer's portion will be open to anyone currently serving as the Secretary or Treasurer of their Local. Applications and information are available on the IATSE website. The first session will be held February 1-4, 2016 at the Maritime Institute outside of Baltimore, Maryland.

President Loeb remarked on the significance of these programs inasmuch as upwards of 80% of all members of the Alliance now have at least one officer who has attended the Officer Institute. He further noted that officers of smaller Locals could benefit from this extremely valuable training and should attend. For this reason, a practice has been initiated to subsidize their participation. President Loeb concluded his remarks by commending Department Director White and Assistant Department Director Cavanagh for their commitment to this important work.

"IATSE Trade Show Participation" (Gavel)

## IATSE TRADESHOW PARTICIPATION

International Vice President William E. Gearns, Jr., International Trustee C. Faye Harper, Assistant to the President Sean McGuire and International Representatives Dan'l Cook, Mark Kiracofe and Brian J. Lawlor reported on the various tradeshows the International has participated in since the 2015 Summer General Executive Board, which included:

- SIGGRAPH in Los Angeles, CA, August 9-13
- LDI in Las Vegas, NV, October 19-25
- IAEE Expo Expo in Baltimore, MD, December 1-2

The report included the characteristics and demographics of these events and the impact the IA is having through involvement with the associations, and the exposure to literally tens of thousands industry professionals.

It was further reported that the IATSE would exhibit at the following shows in the first half of 2016:

- EXHIBITORLIVE: Las Vegas, February 28 – March 3
- USITT: Salt Lake City, March 16 – 19
- InfoComm: Las Vegas, June 4 – 10

President Loeb thanked the Tradeshow Department for its continued participation in and attendance at the various trade shows across North America, noting that it enhances the IATSE's reputation in the industry and increases work prospects for members.

"IATSE Women's Committee" (Gavel)

## IATSE WOMEN'S COMMITTEE

IATSE Women's Committee (IWC) Chairperson Cathy Repola, along with International Trustee Patricia A. White, Broadcast Department Director Sandra England, International Representative Joanne M. Sanders, Local USA829 National Business Agent Cecilia Friederichs, Local 161 Business Agent Colleen Donahue, and Local 891 Vice President Teresa "Dusty" Kelly updated the Board on the Committee's activities since the last meeting in Halifax. The Committee has continued to work on fine tuning its infrastructure so that it can conduct business in a streamlined, productive manner. To that end, it has made significant progress and now has a good foundation to work off of going forward.

Specifically, since last August, the Committee has surveyed its members and those who have occasionally attended the meetings of the Board in order to identify goals for the Committee to consider. In October, the Committee issued its first public statement taking a stand against the attack by some United States legislators on the funding of Planned Parenthood. The IATSE's Communications Department published the

statement via Facebook, Twitter and Instagram. The Department also reported that the statement generated 10,000 views much to the pleasure of the IWC.

At the request of Representative Sanders, IWC Chair Repola attended the national convention of the Coalition of Labor Union Women (CLUW) in November. She thanked Representative Sanders for her service on the CLUW Board for twenty-five years representing the IATSE.

Following up on the suggestion of President Loeb that the IWC embark upon outreach/networking opportunities within the Districts, the Committee has identified which Districts each of its subcommittee members are affiliated with in order to facilitate carrying out President Loeb's suggestion during 2016. A trial run took place in Canada during the Districts 11 and 12 convention, spearheaded by Sister Kelly, which was well received and attended.

*Networking & Events Subcommittee*

Sister Kelly reported that a women's networking reception was held on September 19 during the Canadian Convention in Saskatoon, Saskatchewan. Thirty delegated attendees from Districts 11 and 12, including five young workers were in attendance. At this event, International Vice President and Director of Canadian Affairs John M. Lewis brought greetings from the International, expressing the importance of women's issues in the IATSE. An overview of the committee and its goals was provided to the attendees.

Guest speaker Sister Natasha Tony, chair of Local 891's Women's Committee spoke on the forming of their committee, its goals, upcoming plans, and facilitated an "icebreaker" exercise. The delegates continued in lively conversations generated by this exercise to the very end of the scheduled time.

*Community Outreach & Activism Subcommittee*

Representative Sanders facilitated the IWC's participation in two national surveys promoted by CLUW. The IATSE led all national unions in response rates, exceeding some of the largest Internationals like AFSCME, AFT and USW. In addition, the International's response rate helped to more than double CLUW's original goal of 1,000 responses.

Furthermore, because of the visibility of the Women's Committee, the following was reported by Community Outreach and Activism sub-committee members from throughout the Alliance:

*Canada*

- The first ever meeting of the Canadian Women's Committee was held in September in Saskatoon, Saskatchewan.

- In late October, Local 680 Vice President Deborah Richardson was re-elected as Vice President for Unions Representing 1000 Members or Less at the Nova Scotia Federation of Labour's convention.

- The Quebec Federation of Labour held its first ever Women's School from November 8-13 and had over seventy attendees. IATSE delegates included Local 523 Secretary Rina Campion, Local 523 member Alexandra Gendron, and Local 56 President Natalie Goyer.

- In late November, Local 411 Business Agent Chandra-Li Paul was acclaimed as the Solidarity & Pride Vice President for the Ontario Federation of Labour (OFL) at the OFL's Convention.

- Canadian women were well represented in the work of their Locals leading up to the election of Justin Trudeau and Liberals.

*USA*

- IATSE District 3 is encouraging Sisters to attend events sponsored by the Women's Institute for Leadership Development (WILD). WILD's mission includes strengthening women's influence in the Massachusetts Labor movement. WILD is sponsoring its 30th Summer Institute at Bridgewater State University June 24-26, 2016.

- As in Canada, more women are holding positions in Labor Councils and Federations. In December, Representative Sanders was elected to a second term as the Financial Secretary-Treasurer of the Central Indiana Labor Council, the first woman to have held that position.

- The Local One Sisters Committee is developing a drive to collect much needed items for women living in shelters. This could be a year-long effort or it can be dedicated to a particular event or time of the year. They are encouraging all women's committee members to adopt similar activities in their Locals.

The sub-committee will be working with Local Activists to participate in events and activities throughout 2016 and will provide them with links to other organizations to partner on events including:

- Women's History Month, celebrated in March in conjunction with International Women's Day on

March 8 – activities like film festivals and educational seminars are already scheduled throughout the country.

- Equal Pay Day, April 12, 2016 – National Pay Equity Committee hosts a wealth of material and information on their website. This event provides a great organizing tool to illustrate the benefits of collective action and the protections afforded by a union contract.

- Women Build (Habitat for Humanity) – 2016 Builds are scheduled throughout the country. Programs can be started in areas where they don't already exist.

- Day of Service, fall of 2016 – Sponsored by United Way throughout the country.

In an effort to capture the unlimited potential of IATSE women across the country, the sub-committee is recommending the use of the hashtag - #IAWomenUP - to track activities on social media throughout the year. We ask that everyone post articles, pictures and links to social media when engaging in these and related activities. The sub-committee will schedule conference calls throughout 2016 to gather information about events and activities and to announce additional projects.

*Education & Training Subcommittee*

Sister Friederichs reported that the IWC education subcommittee decided that the first topic to undertake was spreading the knowledge of the benefit of having a women's committee. To that end, Sister Eileen P. MacDonald of Local One – the co-chair of that Local's "Sisters Committee"– addressed the semi-annual women's dinner held during this 2016 Winter Board meeting. Sister MacDonald's remarks were poignant, informative, constructive and well-received. It was noted that her co-chair on the Local One Sisters' Committee is Local One President James J. Claffey, Jr. The committee also distributed suggested reading for attendees to share with their Locals.

With the approval of President Loeb, the Committee will distribute a newsletter via email between Board meetings, containing highlights of women's events, or speakers - education resources and opportunities, and featuring women in the IA both current and historical.

The Committee also shared that ninety-one percent (91%) of respondents rated their experience at these networking dinners as very good to excellent. Respondents appreciated the chance to network, meet other women of the IATSE, share experiences, support, encouragement, develop relationships, inspiration, share knowledge, discuss local union issues, as well as opportunities to meet and converse that otherwise may not happen.

In closing, IWC Chair Repola shared that the IWC dinner during this Winter meeting of the General Executive Board was the best one ever, particularly because the attendees have built a sense of community and the formation of the Committee by President Loeb has brought all of that to life. She expressed the Committee's sincere appreciation to Sister MacDonald for her inspiring speech and the honesty of her story, noting that her presence was deeply appreciated.

Chair Repola reported that the IWC presented a gift to Retired Assistant to the President Deborah A. Reid, noting that while Sister Reid had received many well-deserved accolades during this Board meeting, the IWC thought it particularly important for the women to honor her and thank her for all she has done for so many women within the IATSE. Chair Repola thanked the chairs of the subcommittees for their hard work and their creativity and she expressed her appreciation to the women of the IATSE.

Finally, on behalf of the IWC, Chair Repola extended heartfelt gratitude to President Loeb and the entire General Executive Board for their support. President Loeb remarked that he could not be more pleased with the progress of this Committee. To that end, he announced that the General Executive Board had unanimously approved allocating to the IWC five-thousand ($5,000) dollars per meeting of the Board to aid the Committee in carrying out its mission. He wants the IWC to permeate through the Districts and encourages all local unions to support women's committees, explaining that all members of the IATSE have something to offer irrespective of gender, age, race, religion, sexual preference/orientation, etc. He concluded by saying the IWC is a credit to the International, adding to the IATSE's solidarity and strength.

"Young Workers Committee" (Gavel)

## YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Department Director of Stagecraft D. Joseph Hartnett, and International Representative Jason Vergnano reported upon the activities of the Young Workers Committee since July 2015.

Planning is well underway for the 2016 Young Workers Conference, which will take place in Atlanta from May 19 through May 21. This will be the third Young Workers Conference. The first conference was

held in Philadelphia in 2012, where almost 200 members attended trainings and discussions about labor history and leadership skills. The second conference in Portland in 2014 added more notable programs for attendees, including discussions on activism, strategies for messaging by local unions, and distinguished guest speakers such as AFL-CIO Secretary-Treasurer Elizabeth Shuler.

At the end of the 2014 Young Workers Conference, participating members were asked to set goals and anticipate the steps they would take after the conference to get active. Since that time, the Young Workers Committee has followed up with the attendees every three months to ask what they have done. Of all 2014 conference attendees, 56.5% reported that they have been active in some form. The 2014 conference was the first where outcomes were tracked and it will provide a benchmark against which to measure the results of future Young Workers Conferences. It was noted that future attendees should also expect to diligently apply themselves to activism.

The objective of the 2016 Young Workers Conference will be to encourage young workers to get active within their community, their local union, their workplace or within politics. It was noted that younger workers now make up approximately 26% of the U.S. electorate. With the 2016 U.S. presidential election occurring soon after the conference, the Committee expects that the conference will encourage younger members of the Alliance to become politically active.

The 2016 conference details are not yet final. Further information will be released to the membership closer to the conference date. However, it was noted that in order to maximize the number of local unions represented, no more than two representatives from each Local may attend. The 2016 event will be capped at approximately 100 members, each of whom must be sponsored by their local union executive board. If a previous attendee of a Young Workers Conference wishes to attend a future conference, he or she must demonstrate his or her activism since the conclusion of the last conference.

The Committee members reporting were also joined by Raymond L. Brown, Jr., President of Local 479 in Atlanta who reported that he had attended the IATSE Officer Institute in 2015 and returned to his Local prepared to create a Young Workers Committee there. It was reported that Local 479 now has forty-three active young members. The Local 479 committee has been active in community events along with members of other IA Locals and other unions and guilds. Notably, Local 479 young workers led a recent community event that raised over $18,000 for a charitable cause in the Atlanta area.

President Loeb noted that young workers are instrumental in exposing the Alliance's vision to a wider audience. Young workers are the future of the Union and they will be the next to protect it. The members of Local 479 presented a fine example of young worker involvement. President Loeb further noted that the Alliance will continue to insist that people take what they have learned at the Young Workers Conference and put it into practice. He thanked those reporting and reiterated his appreciation for the work of the Young Workers Committee.

"Motion Picture" –

PRESIDENT LOEB: Sorry. Hold on.

Microphone 5.

DELEGATE ANGIE KERN, Local 80: Thank you, Mr. President. Angie Kern, Local 80. Thank you for your support and for giving us this opportunity to get the youth in our Locals more involved. You'll be hearing and seeing much more from us in the future. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE NAOMI PATRICK, Local 784: Mr. President, Naomi Patrick, Local 784, San Francisco. Young workers are necessary for the growth of our industry and crafts. I'd like to thank my Local for sending a delegation to Atlanta.

Thank you, President Loeb, Emily Tao, Joe Hartnett, "Radar" Bateman, and Brother Ray Brown, President of Local 479, for providing guidance and the training of our younger brothers and sisters in finding our voice and path in the IA.

I would urge the continued efforts to develop outreach, training, and paths to membership for high school and college students, thereby making it easier for these dedicated individuals to develop their skills and profession, showing these future members the safety and security of uniting, that they are not alone in the fight for recognition of their skills, talents, and value, and that there is a large family who will stand with them to support their commitment and dedication to our collective crafts. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Are you waiting to speak on this side, Brother, at microphone 3? Okay.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Motion Picture Industry Pension and Health Plans" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John R. Ford, along with other MPIPHP Directors Scott Roth, Tommy Cole, Colleen Donahue, Ronald J. Kutak, Patric J. Abaravich, Ed Brown and Bruce C. Doering reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP). The combined value of investment assets as of November 30, 2015 is approximately $7.9 billion. The Pension Plan held $3.2 Billion in assets, followed by the IAP with $3.8 Billion. The Active and Retiree Health Plans held $800 million and $74 Million, respectively. As of December 12, the MPIPHP investment returns for 2015 were down by approximately 2.6%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant.

Hours into the MPIPHP through November 30, 2015 are 79.5 million which is slightly higher than the same period last year. Year-to-date totals through November are consistent with a growing business and increased work opportunities as we continue to organize. Employer hourly contributions of $646 million through October 31, 2015 have increased by $38 million from the same period last year. Residual contributions received through December 15th are $440 million compared to $425 Million through December 15, 2014.

Through November of this year, the Active Health Plan has experienced an estimated 2.5% increase in participants to just under 45,000. The retiree plan has seen a similar 3.5% increase in the number of retirees since the beginning of 2015 to 16,880. The total healthcare spend was estimated to be $678 million between the two plans in 2015 at the beginning of the year. The Plans are currently anticipating that the total healthcare spend in 2015 will be $647 million. It is anticipated that by 2016 the costs of healthcare to the Plan will rise to $60 million a month.

The MPIPHP reported that the reserve levels are projected to be at 20 months in the Active Plan and 10.2 months in the Retiree Plan at year-end and will be at 17.6 months and 11.1 months respectively on December 31, 2016. This is a key metric as the newly negotiated pension increases require there to be at least eight months of reserve in each plan for the 10% increase to become effective. This number will change as all of the year-end experience is factored in, including investment returns.

The MPIPHP has engaged a new CEO. David Asplund started at the MPI in December. He joins the MPI after working most recently as the CFO of the Motion Picture and Television Fund. Asplund's healthcare background as well as his knowledge of the MPTF/UCLA Clinics and the MPI health plans will bring significant expertise and value to the MPI. Increased staffing and improved information technology will be a great overall benefit to participants.

"Northern Ontario Motion Picture Production" (Gavel)

## NORTHERN ONTARIO MOTION PICTURE PRODUCTION

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Peter DaPrato and Assistant to the President Sean McGuire reported to the General Executive Board on the efforts of the Canadian Office and IATSE Local 634 (Sudbury) to organize the motion picture industry in Northern Ontario.

Representative DaPrato explained that since being assigned the task of identifying organizing opportunities in the motion picture industry in Northern Ontario, he has worked with Assistant to the President McGuire and Vice President Lewis to position IATSE Local 634 as the Local able to undertake this initiative.

To this end, amendments to the Local's Constitution and Bylaws were passed and approved by the International in November 2015 to allow the Local to represent Motion Picture Technicians working in Northern Ontario. In addition, an office for the Local was established in space shared with Clairmont Camera at the Northern Ontario Film Studios located in Sudbury, Ontario and a monthly newsletter, "Up North" was established. An organizer for the Local has been hired while Representative DaPrato and Assistant to the President McGuire also spend alternate weeks in Northern Ontario meeting motion picture crews. The Local is also now offering training courses for the new

motion picture technician members of the Local working in Northern Ontario.

Representative DaPrato explained that this organizing campaign has resulted in membership in the Local increasing dramatically. It also recently resulted in the Local securing a collective agreement with a Northern Ontario eOne production called "John Cardinal" which is a six-part mini-series with a $2.7 million dollar budget per episode which begins shooting in January 2016. Representative DaPrato explained that the collective agreement includes many employment terms not previously made available in Northern Ontario, such as a 13% fringe benefit, daily overtime, meal penalties, travel language, daily and weekend turnaround. Representative DaPrato concluded his report by thanking IATSE Local 873, and in particular Business Agent Monty Montgomerie for his assistance in helping Local 634 to secure the collective agreement with eOne.

President Loeb applauded the organizing efforts of the Canadian Office and Local 634 in Northern Ontario. In doing so, President Loeb noted that efforts to organize the unorganized are essential to IATSE strengthening and growing its reputation as the union behind the motion picture industry everywhere in North America, including Northern Ontario.

"Oregon Shakespeare Festival"

## OREGON SHAKESPEARE FESTIVAL

International Representative Christopher "Radar" Bateman reported on the progress of contract negotiations with the Oregon Shakespeare Festival. It was noted that the IA has represented Festival workers since it prevailed in a June 2015 National Labor Relations Board representation election. Thereafter, a bargaining committee was selected from among the bargaining unit employees and a proposed contract draft was developed. Negotiations with management began in September 2015.

Substantial progress has been made on several issues, including the contractual grievance procedure, meal periods, recording rates, health and safety issues, staff training and a labor-management committee. Tentative agreements have been attained on several topics, but numerous subjects remain open. Future negotiation dates are scheduled and the bargaining committee is confident that a final contract will be executed before the start of the 2016 Oregon Shakespeare Festival season.

President Loeb thanked Representative Bateman for his work. He noted that a number of issues must be addressed and the bargaining committee should be prepared to see management at its worst as negotiations progress. The Alliance will continue to support this effort, bring these employees under a fair contract, and show them what can happen when they remain united with their co-workers.

PRESIDENT LOEB: Microphone 3.

DELEGATE KYLE STRAIT, Local 154: Mr. President, Kyle Strait, Local 154, Ashland, Oregon. Thank you, Mr. President, General Secretary Wood, delegates, guests, and all those that we represent.

Old-growth forest depends on wildfire to reseed itself, to lay down a firmament and plan for the future. At this point in organization, disparaging comments and treatment from management fuel the fire that's been sparked in 2014. And with the guidance, like a wind, of Christopher "Radar" Bateman, the seeds of new growth sprouted, ready to thrive, not under, but amongst, the sentinel trees that are the IATSE. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 4.

DELEGATE BARRY SEAWRIGHT, Local 634: Mr. President, Barry Seawright, President Local 634, Northern Ontario, Canada.

Local 634 has grown from 30-plus members to 200-plus and continues to grow with your continued support. From $400,000 a short time ago, we this year have $70 million worth of productions underway and have established a health plan for our members.

We would like to thank you, as well as Brothers Sean McGuire, Peter DaPrato, Nate Richmond, John Lewis, the Training Trust Fund, Locals 411, 667, 873. And my apologies for anyone I have missed.

*(Applause)*

PRESIDENT LOEB: Thank you. And the record should reflect those comments were relative to the Northern Ontario Motion Picture Production entry in the Board minutes.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"IATSE Political Report" (Gavel)

## IATSE POLITICAL REPORT

International Vice Presidents J. Walter Cahill and Damian Petti, International Vice President & Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on recent IATSE political developments and initiatives in the United States and Canada since the last General Executive Board meetings.

### United States

Vice President Cahill's portion of the Political Report highlighted the challenges faced by the Labor Movement heading into the November 2016 House, Senate and Presidential Elections. Vice President Cahill noted that if the IATSE and the rest of the Labor Movement can motivate members to vote, the election of labor friendly politicians can change the landscape of the House, Senate and President's Office as well as the make-up of the Supreme Court with at least three appointments likely to occur during the term of the next President. Vice President Cahill then discussed the important role that the polling process will play in defining the election issues and establishing both candidate and party momentum. Vice President Cahill encouraged all IATSE Locals to speak to members about participating in the polling process so that the views of labor can be appropriately reflected in the polling process.

Vice President Cahill reported on recent electoral success for the Labor Movement in 2015, including IATSE's involvement in the Louisiana gubernatorial race which was lead by International Vice President Phil S. LoCicero and resulted in the successful election of a Democrat as well as the efforts of International Vice President and President of IATSE Local 8, Michael J. Barnes to ensure the election of labor friendly Supreme Court Justices in Pennsylvania.

Vice President Cahill then reported on IATSE's successful participation in "Beyond the Red Carpet", an event put on by the Creative Rights Caucus which is co-chaired by Republican Judy Chu of California and Doug Collins of Georgia and a fundraiser for California Congresswoman Linda Sanchez hosted by President Loeb in Washington in December 2015.

Vice President Cahill concluded his report by thanking Retired Assistant to the President Deborah A. Reid for all her hard work and contributions to IATSE's political endeavours over the years and wishing her well in her retirement.

### Canada

On October 19, 2015, the Canadian federal election took place. The IATSE's focus leading up to the election was to unseat incumbent Prime Minister Stephen Harper and his Conservative government which made no secret of its anti-union/anti-worker agenda. To this end, IATSE became a registered "Third Party" for the federal election which allowed it to more freely communicate with members and the public during the official campaign period without fear of running afoul of the Canada Elections Act.

Prior to the formal campaign period, the IATSE Canadian Office coordinated a national effort amongst IATSE Locals to generate over $90,000 in financial support for Engage Canada, a third party organization created by voices of progressive politics and supported by labour unions and other like-minded groups. Engage Canada was modelled on an Ontario-based group called Working Families, which many Conservatives claimed was responsible for the defeat of provincial Conservative leader Timothy P. Hudak in Ontario's last provincial election.

IATSE also became actively involved in "Up for Debate", an alliance of over 175 women's organizations and their allies from across Canada created to raise awareness about women's rights in the lead-up to the election. "Up for Debate" called on all political parties to commit to a federal leaders' debate on issues identified by women – the first in thirty years. When then Prime Minister Harper refused to participate, the alliance responded with a second proposal – separate interviews with each national leader. Although Harper declined, NDP Federal Leader Thomas J. Mulcair and Liberal Leader Justin Trudeau participated.

IATSE participated in a coalition of film industry unions, guilds, and organizations, which informally became known as the Toronto International Film Festival (TIFF) Town Hall. This group worked together to organize a national town hall meeting of the arts & culture representatives from each of the three major parties which was held at the TIFF Bell Lightbox, and IATSE venue, on October 7, 2015. Although the Conservative Party's representative cancelled just hours before the debate, the event went ahead with representatives from the NDP and Liberal parties.

The IATSE also played a key role in a number of Canadian Labour Congress led campaign initiatives, including the CLC's "Better Choice" website and corresponding "Better Choice" literature, a two-day member workshop held in a number of cities across Canada over a number of months and the National Leaders' Canvass.

During the lead up to and during the formal

campaign period, IATSE spear-headed a Facebook and Twitter picture campaign which featured IATSE members from across Canada sharing their reasons for voting in the federal election. This campaign was a huge success, with members liking, commenting, sharing, and retweeting the pictures and comments. As the federal election day drew closer, the Canadian Office emailed all Canadian members encouraging them to vote strategically and directing them to websites that would allow them to see how each party was polling in individual ridings so that members could make a more informed decision on how to cast their ballots.

With a large voter turnout of 68.5 % on election day, Canadians ushered in a majority Liberal Government under the leadership of Prime Minister Justin Trudeau. IATSE is extremely pleased with this result and is hopeful the federal Liberals, lead by Prime Minister Trudeau, will make a number of labour friendly changes to the Canadian political landscape. Since his election, Prime Minister Trudeau has pledged, among other things, to repeal anti-union bills C-377 and C-525. For the first time in Canada's history, half of the federal government's Cabinet Ministers are women. The Cabinet also includes a diverse cross section of the Canadian population, with appointments coming from many different religions as well as the first nation community, the disabled community and the LGBT community.

President Loeb applauded the efforts of the IATSE's political activism in both Canada and the United States and each of the Locals for their engagement in the political process. He noted that actively participating in the political process remains an important part of any union's success. President Loeb stated the IATSE looks forward to actively supporting labor friendly candidates in the upcoming elections in the United States and to the prospects of working with newly elected Canadian Prime Minister Justin Trudeau to make strides for IATSE members and organized labour as a whole across North America.

"2016 Presidential Debates" (Gavel)

## 2016 PRESIDENTIAL DEBATES

International Representative Brian J. Lawlor reported that preliminary discussions have occurred relative to the 2016 Presidential Debates scheduled for this fall. This will be the fifth series of debates (2000, 2004, 2008, 2012, and 2016) that have been covered by agreement between the International and John Halloran and Associates on behalf of the Commission on Presidential Debates (CPD). Halloran is responsible for the production elements of the debates themselves, including carpentry, electrics, sound, props, and rigging.

These events occur over five days in each city, with two days of load-in, two days of tech and rehearsals as well as the debate itself, and a one day load-out. Historically the debates have required in excess of fifty local hires, and the traveling members will be covered by Pink Contracts. More information will become available throughout the year and Representative Lawlor will begin to reach out to the applicable Locals this spring. The schedule, as released by the CPD this past fall, calls for the debates to be held on:

9/26 at Wright State University in Dayton, Ohio (Local 66)

10/4 at Longwood University in Farmville, Virginia (Local 87)

Vice-Presidential Debate

10/9 at Washington University in St. Louis, St. Louis, Missouri (Local 6)

10/19 at the University of Las Vegas, Las Vegas, Nevada (Local 720)

"IATSE Endorses Hillary Clinton for President"

## IATSE ENDORSES HILLARY RODHAM CLINTON FOR PRESIDENT

On January 11, 2016, the General Executive Board unanimously endorsed former United States Secretary of State Hillary Rodham Clinton for president of the United States based on her long record of fighting for workers' rights and working families.

President Loeb said the choice was clear. He stated that back in July 2015, Secretary Clinton was calling out companies that misclassified workers as independent contractors, an issue that directly affects workers represented by the IATSE. He further observed that Secretary Clinton is the only candidate who reached out to discuss issues affecting members of the IATSE, taking the time to discuss challenges unique to the IATSE, and demonstrating not just her support of workers in general, but also her concern for the well-being of members of the IATSE.

The IATSE looks forward to working with Secretary Clinton on digital piracy, workers' rights, misclassification of workers, and other issues affecting behind-the-scenes entertainment workers.

PRESIDENT LOEB: Microphone 6.

DELEGATE ADAM WEST, Local 705: Mr. President, Adam West, Local 705, Hollywood, California.

When I was in college, I saw Hillary Clinton declare that human rights are women's rights and women's rights are human rights. I saw what she tried to do for the needy and the underrepresented in our country and around the world. Later when I was teaching college in Western New York, I got to vote for her twice to be my senator, and I saw the good she did for our region, our state, and our nation.

I will never forget the pride I felt each time I cast a vote for her because I knew what she stood for. But then I watched in horror as our nation elected a racist, sexist, homophobic, union-busting oligarch and the ultimate expression of privilege.

*(Applause)*

Our country chose to take the path of selfishness and fear, but I can stand strong because I remember that day when my union, the IATSE, formally endorsed Hillary Rodham Clinton for President. I knew without a doubt at that moment that I was part of a massive, motivated organization that believed in the same principles I hold dear. I knew in that moment that my union had my back, and the backs of all my LGBT brothers and sisters, and the backs of my Chacha family and other native tribes, and the backs of the artists who keep our spirits searching for a better world, and the backs of all of us who work for a living.

We were on the right side of history, and we'll be the ones to lead the way back. It's not normal, even though they try to normalize it every day. It's not normal, but it's not over. We will have the strength to fight because we know that this great union will always stand united for diversity, united for equality, united for justice, not just for those who can afford it, but for everyone.

I am still with her, and we always will be stronger together. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Thank you, Adam.

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Staff Retirement Fund" (Gavel)

## STAFF RETIREMENT FUND

In their capacity as Trustees of the Staff Retirement Fund, General Secretary-Treasurer James B. Wood and International Vice President Tony DePaulo (President Loeb is also a Trustee), provided the Board with an update on the Fund.

Every five years, retirement plans must be submitted to the IRS for a letter confirming that the plan continues to meet IRS requirements. The last submission was January 2011 and therefore a new submission was required prior to January 2016. The restated Plan was submitted on December 21, 2015 and incorporated all amendments since the last time the Plan was submitted.

Changes since the last submission included minor technical changes to comply with ERISA requirements, changing references to "Husband" and "Wife" to gender neutral in light of the recognition of same-sex marriage, clarifying the calculation of the spousal benefit when a participant dies before retiring, and the inclusion of previously approved pensioner increases in 1982, 1986 and 1993 for completeness of historical accuracy. In addition, three amendments were incorporated which included: the clarification of the treatment of Canadian earnings; clarification of the Disability Pension; adoption of mandatory language reflecting benefit limits if the Plan is severely underfunded.

The Trustees reported that the monthly funding of the Fund has remained static since January 2012 at $238,000. At the same time all Constitutional expenses have increased 3% in each year since that time. In light of the fact that Fund professionals expect investment returns to be below historical averages in the coming years and the IRS is expected to update the mortality tables in 2017 (thus increasing funding requirements), the Trustees have examined the present contribution levels with the goal of continuing to move the Fund towards 100% funding. If the monthly contribution levels had been increased by 3% a year since 2012 the present monthly funding amounts would be $268,000. In light of the sound financial position of the International, the Trustees requested that General Executive Board approve an increase in the monthly contribution to $268,000 effective January 1, 2016.

The Board unanimously approved the increase with President Loeb, General Secretary-Treasurer Wood and Vice President DePaulo abstaining.

"Temporary Foreign Worker Program" (Gavel)

## TEMPORARY FOREIGN WORKER PROGRAM

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Julia Neville reported to the General

Executive Board on the status of the Canadian Temporary Foreign Worker Program (TFWP).

Recent amendments to the Temporary Foreign Worker Program enacted by the Canadian Federal Government in June of 2014 caused the immigration process to become slower, more cumbersome and more expensive for the television and film industry. After several consultation meetings which included IATSE, Vice President Lewis reported that he has received written notice from the Minister of Immigration, Refugees and Citizenship, Honourable John McCallum, that an alternate option to the TFWP has been created for the television and film industry.

Vice President Lewis explained that film and television productions meeting the criteria will soon be able to utilize the International Mobility Program option instead. Criteria include tax credit eligibility and a letter of concurrence or "no objection" from the union with jurisdiction over the job classification being hired. Workers brought in under this option will be exempted from certain otherwise standard TFWP requirements like the Labour Market Impact Assessment and from the four year cumulative cap.

All industry unions, employer groups, studio facilities, rental houses and many other industry organizations endorse this solution. The IATSE has been at the forefront throughout the initiative, and will continue to work with government representatives to ensure smooth implementation of the new International Mobility Program option.

Vice President Lewis went on to explain that he has also received written confirmation that the Canadian Federal Government will also be enacting amendments to the TFWP process to address issues that affect the performing arts industry as well. Performing arts industry organizations receiving Canada Council for the Arts funding or financial support via parliamentary appropriation will also be able to take advantage of the International Mobility Program option, exempting workers from the Labour Market Impact Assessment.

President Loeb applauded Vice President Lewis and Representative Neville on their efforts to ensure the IATSE's interests are properly represented in any changes to the TFWP.

"Walsh/Di Tolla/Spivak Foundation" (Gavel)

## WALSH/DI TOLLA/SPIVAK FOUNDATION

In their capacity as Trustees of the Foundation, General Secretary-Treasurer James B. Wood and International Vice President Daniel E. Di Tolla provided the Board with an update on the Foundation. (President Loeb is also a Trustee.)

Historically, the Foundation has made charitable contributions to a variety of registered charities and provided two scholarships each year to children of IATSE members to attend the college or university of their choice. It has also been used as a vehicle to provide assistance to IATSE members during natural disasters such as Hurricanes Katrina and Sandy.

The Foundation is funded primarily from the Constitutional provision that provides for an assessment from each per capita payment be allocated to the Foundation, currently $0.25 per quarter. This amount was increased from $0.10 per quarter at the 2013 International Convention with the intention of increasing the available benefits and providing a larger financial reserve to better provide for assistance during future natural disasters. The Foundation also accepts contributions from individuals associated with the IATSE. As of July 2013, the Fund assets totaled $309,000 and today, the Fund assets have increased to $434,000.

Over the years, the amount of the college scholarships has been increased and they now stand at $2,500 per year for each student for a four year duration. Last year, the Trustees voted to increase the number of scholarships to three per year, which will ultimately lead to twelve students receiving scholarships each school year. The Trustees have also increased the annual contribution amounts to charities.

During the annual Trustees meeting held in November 2015, the Trustees introduced a new benefit for the families of IATSE members who are killed on the job in an industrial accident. The amount of that benefit has initially been set at $5,000. The Trustees sincerely hope they never have to pay this death benefit.

President Loeb observed that the 2013 increase in the assessment was done in order to have funds available should they be necessary. He noted that in the case of natural disasters, responses must be quick in order to assist our affected members. President Loeb encouraged members to contribute to the Foundation.

"IATSE West Coast Office Report" (Gavel)

## IATSE WEST COAST OFFICE REPORT

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, along with International Representative Peter Marley, reported to the Board regarding the Activism and Community participation of the West Coast Office and the West Coast Locals.

Vice President Miller discussed the importance of the Activism pillar as outlined by the delegates to the last convention and the impact that it has had in Los Angeles and in California.

In January of this year, the LA Locals will once again participate in the annual Martin Luther King, Jr. Day breakfast. The Los Angeles County Federation of Labor has taken the responsibility for raising the funds to become the Media Sponsor of this event. This is important in that Walmart and others were looking to use this event to advertise at official events throughout the City of Los Angeles. Now the Labor Federation, with the help of the IATSE, has that responsibility as the official Media Sponsor.

In Los Angeles City politics, it has become increasingly important for candidates to secure the endorsement of the IATSE local unions. The Locals regularly hold meetings and interview candidates for these city and regional offices. This has significantly increased the International's presence in local politics and has been helpful in gaining political support in many areas, including the new football stadiums being proposed for Los Angeles County.

"Christmas-in-July" is an annual event sponsored by Los Angeles area State Senator Holly J. Mitchell that provides benefits to inner city children and children mired in poverty. This year, as in years past, IATSE local unions have donated bicycles and sponsored booths that showcase the IATSE and the benefits of organized labor. In 2015, sixty-four bicycles were donated and Studio Teachers Local 884 sponsored a book giveaway booth for children.

The IATSE continues to maintain a large presence in the annual "Homeless Veterans Walk" sponsored by the United Way. In keeping with prior years, the IATSE sponsored and provided volunteers for the First Aid booth, which provided First Aid services for all of those who walked, ran, or otherwise participated in the event. Dozens of members and officers from the Locals, as well as staff from the IATSE, participated in this event.

As the "NFL in Los Angeles" discussions heated up in the early part of 2015, the IATSE has been actively engaged through the Los Angeles County Federation of Labor and the newly elected Executive Secretary Rusty Hicks.

Locals representing members in live performance venues in the Los Angeles area have come together to form a working group which meets monthly. The purpose of the group is to discuss and find ways to support one another in contract negotiations and organizing. Everyone associated should be commended for not only starting the working group, but for their commitment to make this an ongoing and lasting venture.

In July 2015, the American Legislative Exchange Council (ALEC) held their annual legislative conference in San Diego. Unions from across the State of California organized members to turn out protesting ALEC's anti-worker initiatives and policies. Brother Carlos Cota, Business Agent for Local 122, arranged for staging and sound for the union rally and the IATSE coordinated a caravan of over one hundred members from all over California.

In August 2015, Locals from across the State participated in the first round of interviews of candidates running for state office. With recent legislative victories in California, the Locals of the IATSE have increased the visibility and effectiveness of the IATSE in the State. The Locals have created a structure through which each area goes through their respective processes and then those endorsements are combined to create a statewide set of endorsements.

Vice President Miller reflected that all activism is important. As evidenced by what has happened across the IATSE when Locals get involved, the members benefit when the IATSE participates in the community and in the political process.

President Loeb commended the West Coast Locals for their involvement at the community, local and state levels. Their engagement has begun to reap benefits for the Locals specifically, and the IATSE generally.

"YES Network"

## YES NETWORK

International Vice President Daniel E. Di Tolla and Broadcast Department Director Sandra England reported that YES Network studio technicians approached the International about organizing during the summer of 2015. After a series of meetings, an overwhelming majority of the employees completed authorization cards and the company agreed to a stipulated representation election. The IA won the election. Negotiations for the studio technicians' contract coincided with the YES Network live game contract, which was up for renegotiation. In November 2015, negotiations commenced on the live game contract and the studio technicians were added to the coverage of that contract by a side letter. The studio technicians ratified the new agreement unanimously.

President Loeb thanked Vice President Di Tolla and Department Director England for their report. He further noted that the ratified contract provided exceptional wage and benefit gains for these studio technicians, which were well-deserved.

PRESIDENT LOEB: Microphone No. 1.

DELEGATE GREG CALVIN, Local 100: Mr. President, Greg Calvin, Local 100, New York Broadcast. I'd like to think International President Dan – Vice President Dan Di Tolla, Broadcast Director Sandra England, and Local 100 Business Representative Lorraine Seidel for helping organize the YES Network studio employees in Stamford, Connecticut.

Shortly after Fox bought controlling interest in the YES Network, they stripped the studio employees of all their benefits, and Dan and Sandy were able to collect authorization cards and won an election. These studio employees were negotiated into our existing contract for the Yankees and Brooklyn Net games and now have employer-paid health, pension, and annuity contributions in the national C Fund, as well as increase in wages. This is also our fifth signatory to contribute to the Training Trust Fund.

PRESIDENT LOEB: Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Local No. 8, Philadelphia, Pennsylvania, Re: Local 8 PAC" (Gavel)

## LOCAL NO. 8, PHILADELPHIA, PA
**RE: Local 8 PAC**

International Vice President and Local 8 President Michael J. Barnes reported to the Board on the Local's political program. He noted that the members of the Local have become more engaged in political activities throughout the state of Pennsylvania than ever before.

Vice President Barnes also remarked that 2015 was a challenging year for state and local politics because there were no federal elections during the year. Therefore, the Local strategized that it was best to focus on the State's judicial elections. Three State Supreme Court seats were up for election. These justices sit for ten-year terms and it was noted that incumbents are often re-elected. The Supreme Court plays a big role when it comes to matters directly impacting the Union, the members and their families.

Although in Presidential races, Pennsylvania has been a "blue state", since 1992, and Democratic registered voters outnumber Republicans when it comes to the State's Congressional delegation, only five of the eighteen current congressional delegation are Democrats. Moreover, both the State House and Assembly are controlled by Republicans. This fact is significant especially in view of upcoming re-districting that will follow the 2020 census. The key concern, of course, is the gerrymandering that could occur.

Vice President Barnes noted that the safety valve rests with the Supreme Court which has the purview to review the re-districting plans of the Re-districting Committee. Further, the Committee is staffed by five persons: a majority member and minority member of both the House and Assembly, with the Chair appointed by the Supreme Court. So, from the ranks of the Justices comes the swing vote. It was explained that is how the state judicial elections could effectively leave a foot-print on the State's political and social landscape for a decade, or even longer. Thus, Local 8 saw these judicial elections as being of paramount importance. A Court reflecting the views of a Democratic populace would protect the ideals associated with the Democratic Party. Further, often it is the Supreme Court that is the final arbiter in determining the legitimacy of State legislation, with the oversight to stave off anti-worker laws, and act as the protector of union-friendly laws.

In the end, the elections were held and Democrats swept the Supreme Court races. Democrats also were successful in gaining a labor-friendly Mayor of Philadelphia and control of the City Council. The Local's plan worked.

This report outlined the strategy of the Local, and noted that more than five hundred Local 8 members participated in nineteen Get-Out-The-Vote (GOTV) walk-a-thons sponsored by the State AFL-CIO. In addition, over 1,800 work-place fliers were distributed, 700 pieces of mail were sent to member households, and during the campaign season over 4,500 telephone calls were made to prospective voters. On Election Day, robo-calls reached 2,800 union-friendly families. Nearly $40,000 in contributions were made to State candidates. Local 8 helped sister Locals and other unions get their message out through staffing sound and staging for political rallies and other events.

Local 8's political agenda did not end with the 2015 election victories. Instead, the Political Program is a year-round, every-year project. The Local has

hired Trisha Barnes-Vargo as a full-time PAC Action Coordinator. Her job primarily focuses on coordinating fund raising and maintaining political awareness amongst the membership. Through the efforts of the Local's leadership, 96% of Local 8 members participate in the Local's PAC, most of which are realized through a commitment to make contributions of 1% of wages. Eleven percent of the members also voluntarily contribute to the IATSE-PAC. Additionally, the Local has healthy State and Local PAC, and has $25,000 in its Speech PAC.

Vice President Barnes and Local 8 ask all IATSE local unions to join them in being politically active. He noted that it can be done, and it certainly has made a tremendous and positive difference for the future of Local 8 membership and their families.

"Local No. 122, San Diego, California, Re: LaJolla Playhouse" (Gavel)

**LOCAL NO. 122, SAN DIEGO, CA**
**RE: La Jolla Playhouse**

International Representative Peter Marley, Local 122 Business Agent Carlos Cota and Local 122 Secretary-Treasurer Richard Disbrow, appeared before the Board to report on the successful organization of the La Jolla Playhouse.

La Jolla Playhouse was founded in 1947 by Gregory Peck, Dorothy McGuire and Mel Ferrer, and operated under their leadership until the early – mid 70's. According to the Local's Senior Members, there existed a great relationship with the company, with the Local building and operating all of the shows until the Company disbanded.

It was revived in 1983 and relocated to a newly built theatre on the campus of University of California San Diego. Since that time the organization has grown from operating in that original facility to operating in four theatres on the campus along with three additional performance spaces.

Since reopening in 1983 they had produced over seventy-five world premieres, including twenty-six productions that have transferred to Broadway, along the way. Local 122 was involved with many of these productions over the years but operated primarily as over-hire or filling specialized positions as needed.

The La Jolla Playhouse is one of two major LORT theaters operating in San Diego County; the other is the Old Globe Theatre in Balboa Park. Both operate multiple theatres at their facilities and both have launched numerous shows to Broadway over the years including *Tommy, Jersey Boys, Rent* and many others. Their models are very similar except for two major differences. Old Globe has operated as a "union facility" with a collective bargaining agreement while LaJolla has not.

"Organizing the Playhouse" had been a sore subject for many years and had been a continuing topic of discussion. The Local made many attempts at organizing and securing a contract over the years with no success. Moreover, the work taking place at the La Jolla Playhouse theatres not only represented a considerable amount of lost employment opportunities, but it also represented missed training opportunities.

Local 122 was presented with a number of obstacles that made the process complicated and difficult. An earlier organizing drive failed and the Local was determined to not repeat its mistakes and learn from the past. To that end, the Local leadership educated itself regarding unionization campaigns. They maintained close contact with the workers. One of the major factors that motivated the crew at the tail end of this drive was the Affordable Care Act (ACA). After the ACA went into effect, many of the employees' hours were cut to keep them under full-time status so they would not qualify for benefits under the Act.

The Local committed itself to covering all crafts this time around engaging not only the stagehands but also wardrobe, scenic, and hair/makeup personnel. They were by far the most apprehensive but through a sincere effort to listen to their issues and assure them the contract would be negotiated on their behalf. The Local discussed their issues at length and through those conversations we were able to win their trust. Instead of simply focusing on "Yes Votes" to win an election, the Local worked on building relationships and strong support within the unit. The bargaining unit was established at seventy-four eligible voters. The Local continued to keep the workers engaged with daily conversations and weekly group meetings keeping support strong heading to the election date. The workers voted overwhelmingly in favor of unionization.

Local 122 Business Agent Cota extended appreciation to President Loeb for his encouragement and support; the entire Local 122 staff who worked tirelessly on this campaign, especially Assistant Business Agent Disbrow; and Greg Sowizdrizal and Rachel Eves; Representative Marley whose assistance was invaluable throughout the campaign, both in navigating the election and also in preparing contract proposals. Brother Cota also thanked Brothers Tommy Cole and Randy Sayer from Local 706; Scott Roth from

Local 800, Michael Regna and Local 905 for their input and commitment to this campaign over the years and for entrusting Local 122 with the bargaining rights for this unit.

President Loeb commended Local 122 for a job well done. He expressed his appreciation to Locals 706, 800 and 905 for doing what was right for the workers at the La Jolla Playhouse. Their unselfish, expansive decision helped Local 122 to organize the unit. President Loeb observed that this campaign, which was hard-fought, was done the old-fashioned way. He pointed out that Brothers Cota and Disbrow and Local 122 did not falter, noting that this is a significant unit with significant employment.

"Local No. 461 and Brock University Report" (Gavel)

## LOCAL NO. 461 & BROCK UNIVERSITY REPORT

International Vice President and Director of Canadian Affairs John M. Lewis, Assistant to the President Sean McGuire, Local 461 Past President Douglas Ledingham and current Local 461 President Anthony N. Blaschuk provided the General Executive Board with an update on Local 461's efforts to resolve a dispute over the Local's bargaining rights with Brock University and the City of St. Catharines and the municipally owned First Ontario Performing Arts Centre (FOPAC) located in St. Catharines, Ontario.

Past President Ledingham explained that the Local's path to securing bargaining rights for the FOPAC started with the organization of stagehands working for the Brock University Performing Arts Centre back in April of 2011. Shortly after this certification, Brock University and the City of St. Catharines announced a joint venture to construct the FOPAC, a venue intended to be the centre piece of the City's downtown revitalization initiative and also home for Brock University's performing arts program. Once this announcement was made, the Local filed a related/successor employer application with the Ontario Labour Relations Board against Brock University and the City of St. Catharines seeking a declaration confirming the Local's bargaining rights at the FOPAC (before construction for the venue was even complete). In October 2015, the Local was able to reach a first collective agreement with the FOPAC without having to litigate the related/successor employer application. Past President Ledingham explained the Local's success in reaching this first collective agreement was due in large part to the support of the Local's related/successor application by local municipal workers represented by the Canadian Union of Public Employees (CUPE). CUPE's support in this regard was brokered by International Vice President Lewis reaching out to CUPE National. Past President Ledingham stated that the cooperation and solidarity between IATSE and CUPE convinced the City of St. Catharines to sit down with Local 461 to finalize a first collective agreement.

Past President Ledingham thanked the International, Vice President Lewis, Assistant to the President McGuire, International Representative Jason Vergnano and Canadian Counsel Ernie Schirru for their respective efforts in assisting the Local with securing bargaining rights for the FOPAC and finalizing a first collective agreement.

President Loeb congratulated Past President Ledingham and Local 461 on its foresight, resolve and ultimate success in securing bargaining rights for a venue that will provide employment to Local 461 members for many years to come.

"Local No. 868, Washington, DC, Re: Music Center at Strathmore"

## LOCAL NO. 868, WASHINGTON, D.C.
**RE: Music Center at Strathmore**

International Vice President J. Walter Cahill, Local 868 Business Agent Anita Wilkinson and Local 868 member Jeffrey Higgins appeared before the Board to report upon Local 868's organizing activities at the Music Center at Strathmore in Maryland.

It was reported that in the early 1980s, measures were taken to develop and create a foundation for the arts at Strathmore, in North Bethesda, Maryland. During that process, labor leaders, including Vice President Cahill, in his capacity as an officer of Local 22, spoke in support of the project and Local 22 has represented stagehands at the facility since shortly after its opening in 1983.

During 2014, Local 868 received interest from employees about organizing the ticket office personnel at the Music Center at Strathmore. In mid-July 2015, Business Agent Wilkinson and Local 868 Corresponding Secretary Anne Vantine met with several ticket office employees. That meeting yielded a follow-up gathering between Local 868's representatives and the remaining ticket staff. By the end of August 2015, a vast majority of the ticket employees had signaled their support for Local 868 representation.

Thereafter, in early September 2015, Vice President Cahill contacted the CEO of the Strathmore organization and asked for voluntary recognition, which the organization declined. Instead, a petition was filed for a National Labor Relations Board representation election. A stipulated election was agreed to.

However, the Strathmore organization initiated a staunch anti-union campaign. By September 2015, Local 868 had contacted Local 22 President Irving C. Clay III, who offered the full support of his Local's membership. Local 868 also received the support of Maryland State Senator Roger Manno, who sternly criticized Strathmore's anti-union tactics.

On September 30, 2015, the representation election was held and Local 868 won unanimously. Shortly afterward, the Strathmore organization filed a unit clarification petition with the NLRB seeking to exclude three full-time ticket office personnel from the newly established bargaining unit. Strathmore executives were called to testify at an NLRB hearing, but none could offer specific evidence in support of Strathmore's claims. The NLRB ruled that two of the contested full-time employees were rightfully included in the unit while one was excluded.

Bargaining for a first contract is underway. Vice President Cahill noted that the election was a great victory and that he looks forward to finalizing a contract for these dedicated workers. Local 868 and the employees remain determined to achieve a fair contract but believe that Strathmore intends to make it a difficult negotiation.

President Loeb stated that these workers will have the full support of the IATSE, even if that includes the Strathmore organization witnessing the IA President on a picket line. He thanked those reporting and welcomed Brother Higgins to the Alliance. He noted that organizing drives are for people who are willing to stand up and take action. They will receive all the well-deserved benefits of Union membership.

PRESIDENT LOEB: Microphone 3.

DELEGATE ANITA WILKINSON, Local 868: Mr. President, Anita Wilkinson, Local 868. First of all, President Loeb, I'd like to thank you for appointing Political Director Walter Cahill to assist us through the organizing process with Strathmore Hall Foundation.

This was a fight from the very beginning. After 80 to 85 percent card signing, the employer declined to voluntarily recognize the unit and immediately began an anti-union campaign. Because of the training that we received through the Officer Institute, we were able to advise, educate, and, as they say, inoculate the 20 or so people that worked in the box office that were seeking representation.

After a unanimous election, the employer filed for a Unit Clarification Hearing. We won two of the three positions in question. Eventually, the third position was negotiated into the unit.

After three separate informational leafletting incidents, one of which the CEO of Strathmore thought it was a very good idea to take pictures of the people participating in the leafletting – after mediation where – at the employer's request, which got us a little bit further in language; but, unfortunately, when we got down to the numbers and the finances, Strathmore decided that regressive bargaining was a good idea.

We ended the mediation, filed a ULP regarding the incident at the leafletting where pictures were taken; and I am happy to say, after 18 months, on January 17th of this year, the first contract was signed.

*(Applause)*

I would be remiss in not thanking the many different people that helped us along the way. First, to my brothers and sisters in Local 22 who advised the CEO of Strathmore that 868 was not standing alone, to 22, 772, to AMF, AGMA, DC Metro Labor Council – many other people came out, leafletted with us. The support and help of county politicians, Maryland state politicians, that contacted the Strathmore CEO and advised him what they thought of his policies.

And last of all – not last of all, but President Loeb, at this particular GEB, you promised to give all your support and, if needed, come to the table. And you gave us all our support. After eight months into extensive negotiations, we made a request for assistance to the IA Defense Fund, which was granted. So I just want to thank you for your support. There are 20-some new members of 868 that are now receiving, as you said, the benefits they well deserve. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you. And I did offer to come to the able, but I also offered to walk that picket line with you, and I would have been right there.

*(Applause)*

(Gavel)

*...Reading Clerks Fry and Belsky continued the reading as follows:*

"Local No. USA829, United States Re: The Broadway League"

**LOCAL NO. USA829, UNITED STATES**
**Re: Broadway League**

Local USA829 National Business Agent Cecilia Friederichs and Business Representative Carl Mulert reported on the recently concluded collective bargaining negotiations with The Broadway League. The composition of the bargaining committee demonstrated the broad support for the proposals and positions taken by the Local. As a result, the Local achieved an excellent contract providing for wage increases and contributions to the benefits funds.

President Loeb who, at the request of the Local, participated in the negotiations on what turned out to be the last day, remarked that the members at the bargaining table comprised a "good, conscientious committee." He further observed that the negotiations were complicated and necessarily took time; however, a good deal benefiting all covered by agreement was achieved.

PRESIDENT LOEB: Microphone 2.

DELEGATE CARL MULERT, Local USA829: Mr. President, Carl Mulert, Local USA829. In late 2015, and after numerous bargaining session, we'd essentially come to a standstill on our negotiation with the Broadway League. On one of our last scheduled days of bargaining, Business Agent Friederichs asked the Negotiation Committee if they were prepared to walk away from the table and recommend a job action to the membership. She pointed out that if we asked you, President Loeb, to join us in what we hoped would be the final day of negotiation, we needed to be prepared. One of our more distinguished members who had participated in numerous negotiations immediately responded, "Isn't this why we joined the IA?"

So on behalf of President Miller, Business Agent Friederichs, and the entire membership of USA829, I want to thank you, President Loeb, for making the time to stand with us on that final day of negotiation, but most important, for making it clear to the employer that we are the IATSE and we stand together. Thank you.

*(Applause)*

(Gavel)

PRESIDENT LOEB: Thank you, Carl.

We'll now hear the final report of the Credentials Committee, Lehane and Fortune to give the report.

## FINAL REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-CHAIRPERSON LEHANE: President Loeb, General Secretary-Treasurer Wood, elected officers, and fellow delegates, the delegate registration for the IATSE 68th Quadrennial Convention closed on Wednesday, July 19th, at 6:00 p.m. Herewith is the Credential Committee's final report, which includes the following vote allocation changes that occurred after our first interim report to the convention.

Local 15, Katy Brown's vote was increased from 1 to 2.

Local 669, Christina Kasperczyk's vote was increased from 4 to 8.

Local 479, Raymond Brown's vote was increased from 6 to 8.

Further, the following is a list of 24 delegates that registered after our first interim report to the convention:

Local One, Anthony Manno, representing 1 vote.

Local 4, Jason Caccavo, representing 1 vote.

Local 4, John Cameron, representing 1 vote.

Local 4, Jeffrey Gagliardo, representing 1 vote.

Local 100, Richard Rahner, representing 1 vote.

Local 101, Jeffrey Hall, representing 1 vote.

Local 134, John Curcio, representing 2 votes.

Local 161, Joshua Huffman, representing 1 vote.

Local 317, Michael Pope, representing 0 votes.

Local 412, Tino Wallenda-Zoppe, representing 1 vote.

Local 414, Will Tinsley, representing 1 vote.

Local 414, Eric West, representing 1 vote.

Local 479, Jonathan Brown, representing 1 vote.

Local 479, Tasha Wdown, representing 1 vote.

Local 731, Lisa Anderson, representing 1 vote.

Local 745, Jo Ann Fisher, representing 2 votes.

Local 746, Rebecca Cheesebrew, representing 1 vote.

Local 777, Beverly Jaegar, representing 1 vote.

Local 795, Jason Dutcher, representing 1 vote.

Local 795, Darin Haggard, representing 1 vote.

Local 798, Linda Grimes, representing 2 votes.

Local 839, Jeanette King, representing 3 votes.

Local 900, Kelly McManus, representing 1 vote.

Local B46, Anthony Spano, representing 1 vote.

Mr. President, out of a total of 885 delegates, the committee registered 871, representing 1,411 votes.

The 14 unregistered delegates were:

Local 14, Sigmund Peplowski, representing 1 vote.

Local 127, John Macho, representing 1 vote.

Local 146, Larry Walter, representing 1 vote.

Local 477, Stuart Wein, representing 1 vote.

Local 479, Aaron Cooley, representing 1 vote.

Local 479, Kathleen Tonkin, representing 1 vote.

Local 479, Christopher Wdowin, representing 1 vote.

Local 480, Rebecca Stair, representing 1 vote.

Local 514, Daniel Matthews, representing 1 vote.

Local 705, Deborah Curtis, representing 4 votes.

Local 705, Carmen Lozano, representing 1 vote.

Local 800, Catherine Binks, representing 1 vote.

Local 919, Martin Gill, representing 1 vote.

And Local 919, Robin Grant, representing 1 vote.

I would like to recognize the subcommittee for their time and effort during this registration process: Chris O'Donnell, Local 481; Frank Gallagher, Local 764; David Bailey, Local 848; Mark Hogan, Local 476; Jane Leslie, Local 433; and my Co-Judge, Ray Fortune, Local 52.

I would also like to thank the office staff and General Secretary Wood for their assistance over the week in registering the largest number of delegates ever to attend an IATSE convention.

*(Applause)*

Mr. President, I would make the motion that this final report of the Credentials Committee be adopted, and I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE JANE LESLIE, Local 33: Jane Leslie, Local 33, Los Angeles Stagehands. I'd like to second that motion.

PRESIDENT LOEB: It's moved and seconded to adopt the final report of the Credentials Committee. Is there any discussion?

Those in favor of adopting the final report say aye.

Those opposed, say no.

It's carried.

My thanks to the work of the Credentials Committee and subcommittee. Thank you.

*(Applause)*

Now we will proceed with the nomination of officers. I would ask that all of the nominators please speak from microphone No. 5 in the center of the room. Retired Vice President Walter Cahill will take the Chair, and I would ask that all of the elected officers vacate the stage.

## NOMINATION OF OFFICERS

TEMPORARY CHAIRPERSON CAHILL: The nominations for office of International President are now open and the Chair recognizes Ed Brown, Local 44.

### Office of International President

DELEGATE EDMOND H. BROWN, Local 44: Good morning, Brothers and Sisters. My name is Ed Brown, I'm the business agent of IATSE Local 44 in Hollywood, California, and also the District Secretary-Treasurer of IATSE District 2.

Brothers and Sisters, I am extremely privileged,

humbled, and honored to stand before you today to nominate a man that I not only have the greatest admiration for, but a man I consider to be in a class unto himself, a man who truly leads by example, a role model for all in organized labor who seek to find the epitome of class, strength, and leadership, whom they should model their own path after; however, when all is said and done, a man I am proud to call my friend.

Over the years, I have watched his compassion for the membership of the IA. I have listened and admired his complete commitment. I am embraced by his dedication. Matt has a unique ability to not only see things as they are, but to envision things as they could be.

His progressive and all-inclusive leadership style cannot be matched in any area of labor: membership education, union leaders education, the Officers Institute, the IA Training Trust Fund, the Women's Committee, the Young Workers Committee, just to name a few.

Then there's politics. Not only has Matt emphasized political activism from within the organization, he has invested his heart and soul to reinvent the IA into the political machine that he oftentimes refers to as "punching above our weight class." He himself has put on his gloves and jumped into the ring, with active roles in Washington, the AFL-CIO, and political partnerships with other labor leaders, both in the U.S. and Canadian.

And this is merely a small snapshot of what is the broad vision of the IA and, under Matt's leadership, what the IA is today. All of these are the works and thoughts of this extraordinary man who we look to not only as a strong and dedicated leader, but also as an innovator, an answer man, a tremendous problem solver who, with his extraordinary presence, has worked to build not an empire, but a community of labor where every voice is heard and each and every member throughout the United States and Canada is given an opportunity to belong, to be part of the big picture, a composition of an incredible organization led by a one-of-a-kind, incredible human being who is the sole foundation that has made the IATSE the most envied and dedicated labor union throughout the United States and Canada.

*(Applause)*

Truthfully, I don't know how he does it. I'm told he travels between 190 and 200 days a year throughout the IA community, always in touch, always available, always listening on a nonstop journey from north to south, east to west, around the globe defending our values and our lifestyles. When you stop and think about all of the mediums and the venues that the IA covers – trade shows, live theater, stagecraft, motion picture and television, amusement, studio mechanics, broadcast, theatrical wardrobe, the list goes on and on and on. Just look around you.

I find it truly inspirational that one person could possibly retain all of the nuances of so many different areas of entertainment and not superficially. On the contrary, Matt understands each thoroughly. He walks the walk, he talks the talk. For every member of the IA who works within any of these areas, it is truthfully incredible.

His intense preparation for negotiating is fierce; incredible in depth and absolutely focused. Matt is a man who always makes sure that his team is well prepared. Never self-absorbed, never distracted, but rather a team that's an invaluable cog in the wheel of a determined effort to set on success. He always makes sure to hear every angle, every opinion of those who go to battle with him. He is truly a shrewd negotiator who is determined to utilize every resource available, and he has sworn to leave no unit behind, no union divided, and every union united with one common IA cause.

When the opposition believes they've got us in a corner, Matt will pull out a sledgehammer and break down the wall that blocks progressive bargaining and demand that the impediments that separate the parties be eviscerated. Bringing the parties together to bargain in good faith, he uses every fiber of his being to get this done and to get the absolute best agreement possible.

I've described him before as a tenacious negotiator, a skilled hunter of his prey. And I'm here to tell anyone who has not witnessed this skill in action, it is truly better than any action hero that Marvel can create. Matthew D. Loeb is our IA action hero.

*(Applause)*

Building on the foundation of the 2013 Convention, the four Pillars of Success, now in 2017, this unique, forward-thinking leader has now embodied a new mantra – "Growth Equals Strength" – a mantra befitting this man who possesses his own tremendous strength. Let us show him that he can be rest assured that the entire IATSE family stands behind this new mantra and beside him as he continues to lead each and every member of the IATSE into the future where we will always have a seat at the table, always a voice to be reckoned with for decades to come.

It is with great respect and tremendous pride that I am honored to nominate my friend, Matthew D. Loeb, for reelection as President of the IATSE.

*(Standing ovation)*

TEMPORARY CHAIRPERSON CAHILL: The Chair recognizes Ray Brown, Local 479.

DELEGATE RAYMOND BROWN, Local 479: Mr. Chairman, I am Raymond L. Brown, Jr., President of the Motion Picture Studio Mechanics Local 479, Georgia/Alabama.

International Executive Board, International Representatives, delegates, guests, mes freres et souers, Sisters and Brothers, it is a tremendous honor to appear before you today and speak to you on behalf of a great man and a tenacious leader, a man that I believe to be the most capable person in the IATSE to sit at the helm of this great union.

President Loeb has dedicated himself, I dare say his life, to serving the members of the IATSE, and he does so with great passion and relentless dedication. His commitment to our union – and I think yesterday he proved that his integrity is above reproach.

*(Applause)*

His boundless energy, forward thinking, and fierce negotiating skills set him far apart from any other labor leaders. From his humble beginnings as a technician in the Paint Department where he proudly tells the story of scrubbing paint cans and cleaning up the shop, he has risen through the ranks of the IA and has become a juggernaut on the national and international labor scenes. A tireless warrior that enters into the battle with the same vigor and strength whether he's fighting for a Local of 40 members, 400, or 4,000. His amazing and abundant leadership skills got us to where we are today. Make no mistake, that's the reason we're stronger and more united than ever.

*(Applause)*

Indeed, Brothers and Sisters, he's a man who understands us, because Matthew Loeb is one of us.

Our President Loeb is the man that brought us the four Pillars of Success, a template that I myself have used as a road map to help lead my Local. We owe him great thanks for founding the Officers Training Institute, which has trained and educated several hundred elected officers from across the United States and Canada. 92 percent of the IA Locals have had at least one officer graduate from Officers Training.

Under his administration, we now have a Training Trust Fund that brings in over $3 million a year for educating and training our members. And this fund allows all Locals, regardless of their size, to provide quality training and resources to its members where previously there were none. It's because of him that we now have a Communications Department that has leaped into the 21st Century with real-time, updated information at the swipe of a finger.

Sisters and Brothers, we have a man among us who has taken activism to a new level and fights for us all with the same unbridled passion. On a rainy day two years ago in Halifax, Nova Scotia, I had the distinct pleasure of joining our International President Loeb on a picket line with 250 of my closest friends, fellow officers from Locals around the United States and Canada, all for a 110-member Local.

Leading the way was our man, our President, in the rain and in the front. And let this be but one example of how our President chooses to lead from the front when so many choose to lead from the sidelines.

*(Applause)*

Our President Loeb was the first to formally recognize the need to unite our strong union sisters and, thus, formed the International Women's Committee. He formed the IA Young Workers Committee to empower the next generation of leaders. And this, Brothers and Sisters, is of particular importance to me as I am the father of two hardworking sisters and young workers in the IA. To know there's a man leading us and this International Union that holds our powerful, intelligent, hardworking sisters and young workers in such high regard only continues to prove that he is an extraordinary leader and a man of action.

There is so much good in this man, so much good. In a time where quality leadership in this country is at a premium, I stand ready – and I challenge you all to join me – in following his lead and to soldier on beside him as he continues to fight for all of us.

*(Applause)*

Sisters and Brothers, I'll conclude today with a quote from the great football coach, Vince Lombardi, that I believe embodies our President to his very core. I quote: "I firmly believe that any man's finest hour, his greatest fulfillment of all he holds dear, is that moment when he has worked his heart out in good cause and lies exhausted on the field of battle victorious."

With that, and on behalf of the nearly 4,000 members I humbly serve at Local 479, I am proud to second the nomination of Matthew D. Loeb as President of the IATSE. If Growth Equals Strength, then Matt Loeb equals our future.

*(Standing ovation)*

TEMPORARY CHAIRPERSON CAHILL: Are there any other nominations?

Are there any other nominations?

*(Laughter)*

For the third and final time, are there any other nominations?

Hearing none, nominations for the Office of International President are now closed on the name of:

READING CLERK FRY: Matthew Loeb.

*(Cheers and applause)*

TEMPORARY CHAIRPERSON CAHILL: Do you accept the nomination?

PRESIDENT LOEB: There is no greater honor than to continue to serve as the International President of this great Alliance. Thank you. I accept the nomination.

*(Cheers and applause)*

TEMPORARY CHAIRPERSON CAHILL: John Quincy Adams, who was the sixth President of the United States, once said, "If your actions inspire others to dream more, learn more, do more, and become more, you are a leader." Words cannot express what an honor it is for me to welcome our leader back to the stage to take the gavel back, Matthew D. Loeb.

*(Cheers and applause)*

PRESIDENT LOEB: Thank you very much. Thank you.

The nominations for the Office of General Secretary-Treasurer are now open. The Chair recognizes Anthony Pawluc, Local 44.

## Office of General Secretary-Treasurer

DELEGATE ANTHONY PAWLUC, Local 44: Good morning, Mr. President. Anthony Pawluc, Secretary-Treasurer, Local 44, Hollywood, California.

Mr. President, I stand before you, our sister and brother delegates who are part of this great Alliance, to nominate a man for General Secretary-Treasurer of the IATSE. His name is James B. Wood.

Not long ago I received a telephone message at the office on a Friday afternoon from Mr. Wood asking me to call him back and that he would be working late that evening in the office. My first thought was, "Oh, boy. What did I forget on my quarterly report?"

*(Laughter)*

"I'm busted but I've got to call him back."

When I got a hold of Jamie, we began with friendly conversation like we always do. Then the question came. Jamie asked, "What are you doing July 20th?" I immediately thought to myself, "He's not calling about my quarterly report? Great."

Without having my calendar in front of me, I quickly responded, "I don't know. What's up?" He replied, "Aren't you going to be at the convention next month?" I laughed and said, "Yes, of course, that's where I'll be."

As our conversation continued and Jamie asked me to nominate him, I had an overwhelming sense of pride to accept this great honor on behalf of my Local and myself.

I have known Jamie going on 15 years now. He is a good man, a family man, an honest and hardworking man. He is a professional who's approachable and will help anyone who asks for it. I will never forget the assistance he offered me when I became a first-time Secretary-Treasurer. Thank you for that, Jamie.

He is a professional, always true and true. A good Secretary-Treasurer must be consistent and accurate at all times. Sisters and Brothers, we have a great General Secretary-Treasurer in Jamie Wood.

*(Applause)*

Here is just a few of his highlights. He started with a treasury of just over $20 million and more than doubled it to $50 million. Growth Equals Strength.

He modernized the IATSE membership application and its processing. As an IATSE National Benefit Fund Trustee, the plan has grown to over $1 billion.

He is the Chief Editor of our Official IATSE

Bulletin, which recently took on a complete makeover and it looks fantastic. Anybody in the room who deals with their union's magazines knows the challenge of putting each publication out on time to our members. It's fun, isn't it?

He created the online quarterly reports. He set the foundation for a paperless International Convention. Trustee reviews and independent audits of the IA financials come back clean as a whistle year after year.

His office and department runs smoothly and efficiently, staffed with top professionals doing the job day in and day out on behalf of our membership.

He had the foresight to begin the Building Fund, which allowed the IA to purchase a Canadian office in Toronto, the General Office in New York, which immediately increased in value I will add, and recently a new West Coast office in Los Angeles. Jamie equipped the International Offices with forward-thinking technology and innovation to serve our IA officers, representatives, staff, and membership now and well into the future.

While overseeing the completion of our New York headquarter's design and refit, Jamie was gaffing a little thing called the 67th Quadrennial Convention in Boston, which was in the works. For anybody who has done a remodel to their home, just imagine doing a complete makeover to two floors of a building in New York and also juggling the planning of the biggest event our International has every four years. Simply amazing.

Which brings us to today, July 20th. In my time I have been part of IA Conventions in Chicago, Hawaii, Orlando, Boston, and now Hollywood, Florida. I can tell you, Sisters and Brothers, especially our first-time delegates, this 68th International Convention tops them all. What an amazing production. Great work, Jamie.

*(Applause)*

But this is who James Wood is, a leader who keeps calm, cool and collected, as he turns the potential perfect storm into a picture-perfect day. Jamie is the truest example to all of us of how things get done behind the scenes.

Mr. President, I proudly place the name of my friend, James B. Wood, into nomination to continue as this great Alliance's General Secretary-Treasurer. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Robert Score, Local One.

DELEGATE ROBERT SCORE, Local One: Mr. President, thank you very much. Robert Score, Local One.

Brothers and Sisters, I have the honor and privilege to stand before you today to second the nomination of Brother James B. Wood for the Office of General Secretary-Treasurer of our glorious Alliance. The responsibilities of the General Secretary-Treasurer are enormously complex. Just look around you. The planning and execution of our convention is a long and arduous task, full of details negotiated over many months. Thank you, Jamie, for doing a fantastic job.

*(Applause)*

I have had the pleasure of getting to know Jamie, both professionally and personally, over the years and I admire him in many ways. He carries out his responsibilities with a calm demeanor and a cool professionalism. The innovations he has introduced and smoothly integrated for the membership procedures and protocols are both efficient and fiscally responsible.

He makes all of our lives just a little bit easier. If you have a question, Jamie has an answer. If you have a problem, Jamie has the solution. He's always there for you with compassion and understanding.

Great leaders create an environment where success is achievable. Jamie is a master at doing just that. His generosity of time, his sense of decorum, manners and patience all add up to a healthy and rewarding work environment.

On a personal note, I must mention Jamie and my love and passion for Bruce Springsteen and the E Street Band.

*(Laughter)*

We've been to many concerts together and we've had great times together. I know that one of Jamie's favorite songs is "Jungleland." And, Jamie, I tried like heck to incorporate those lyrics somehow into this seconding of the nomination. But, unfortunately, I just could not do it.

But let me tell you this: Jamie was born to run for the office of IATSE General Secretary-Treasurer.

*(Laughter and applause)*

On behalf of my delegation, the membership of Local One, I proudly second the nomination of my friend, Brother James B. Wood, for the office of the IATSE General Secretary-Treasurer. God bless you, Jamie.

*(Cheers and applause)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the Office of General Secretary-Treasurer are now closed in the name of –

READING CLERK BELSKY: James B. Wood.

*(Cheers and applause)*

PRESIDENT LOEB: Do you accept the nomination?

GENERAL SECRETARY-TREASURER WOOD: It is a tremendous honor to accept the nomination. Thank you.

*(Applause)*

## Office of First International Vice President

PRESIDENT LOEB: Nominations are now open for the First International Vice President. The Chair recognizes Robert Nimmo, Local One.

DELEGATE ROBERT NIMMO, Local One: Thank you, President Loeb. Good morning, Brothers and Sisters. We're at the top of the batting order for nominations for IA Vice Presidents. Number one, the nomination for the First Vice President of our International.

My nominee has proven beyond a doubt at both the Local and national levels that by following the tenets of the IA of activism, organizing, education and training, coupled with his professional negotiating skills, he is deserving of our total support.

At the Local level, he has grown his Local from a membership of 150 when he first took office to a membership of 750 today, 750 proud Local 8 brothers and sisters who enjoy a state-of-the-art training center, a level of employment that provides them with dignity, and benefits and pensions that provide their families with security.

At a national level, this nominee structured an agreement with Global Spectrum that we have heard much about this week, an agreement that continues to provide ever-increasing work opportunities for members of this Alliance.

Brothers and Sisters, I proudly place before you a name that represents integrity, dedication, devotion, that represents the future, the name of a person you want beside you when you're in a jam; and he and I have been to a couple of those.

I nominate our friend, my colleague, Brother Michael J. Barnes for First Vice President of this great Alliance. Thank you, President Loeb.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Dan Mahoney, Local 52.

DELEGATE DANIEL MAHONEY, Local 52: Thank you, President Loeb.

Brothers and Sisters, you know, I echo the words of Brother Nimmo and I'd like to add that Mike's family, his wonderful wife Eileen, his children, his grandchildren – we all know what a great husband, father, grandfather he is to his family. We, my sisters and brothers, all know Mike for his tenacious, steady, unwavering support for the working men and women of our family, our union, our IA.

Mike stands with us, he'll always stand for us. He'll stand with us, he'll stand every inch of the way every place we go.

So, therefore, I'm honored on behalf of myself, my entire delegation at Local 52, to stand tall and stand proud and to second the nomination for my friend, our friend, our fighter, Michael Barnes, for First Vice President of this great Alliance.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the Office of First Vice President are now closed in the name of:

READING CLERK FRY: Michael J. Barnes.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT BARNES: Mr. President, I proudly accept this nomination.

*(Cheers and applause)*

## Office of Second International Vice President

PRESIDENT LOEB: Nominations are now open for Second International Vice President. The Chair recognizes Brady Majors, Local 80.

DELEGATE WILLIAM B. MAJORS, JR., Local 80: Thank you, Mr. President. Brady Majors, Vice President, Local 80.

Brother Thom Davis has been and is a dedicated, selfless advocate for the IATSE, its members, and labor everywhere. His leadership has unified and inspired those around him to stand up and fight for the rights that every working person should have: Livable wages, a safe workplace, health insurance and dignity in retirement. Vice President Davis is a soldier and a voracious leader on the front line bringing growth and strength to the IATSE.

I proudly nominate Thom Davis as Second International Vice President of the IATSE.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Debbie Richardson, Local 680.

DELEGATE DEBBIE RICHARDSON, Local 680: Thank you, Mr. President. Debbie Richardson, Local 680, Mainland Nova Scotia, New Brunswick, Canada.

I stand before you this morning to second the nomination of Thom Davis as Second Vice President of the IATSE. Now, you may be wondering what Thom and I could possibly have in common. He's a motion picture technician from Los Angeles, California, USA, and I'm a female stand-in from Halifax, Nova Scotia, Canada.

We actually share a passion for making sure the IATSE has a seat at the table in the affiliated labor organizations. Thom has served at Vice President of both the Los Angeles County Federation of Labor and the California Labor Federation and has played a significant role in motivating the Hollywood Locals to take an active role in both organizations as well as within the local, state, and federal political arenas.

Let's face it, in our industry most of us wear it as a badge of honor that if we do our job well, no one knows we were even there. However, having a profile and seat at these tables is important in educating other unions about who we are and what we do in building solidarity.

For this reason, along with all of his other accomplishments in his career with the IATSE, I proudly second the nomination of Thom Davis as Second Vice President of this great Alliance. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Second Vice President are now closed in the name of –

READING CLERK BELSKY: Thom Davis.

*(Applause)*

PRESIDENT LOEB: Do you accept the nomination.

VICE PRESIDENT DAVIS: Mr. President, I humbly and with a tremendous pride accept the nomination.

*(Applause)*

## Office of Third International Vice President

PRESIDENT LOEB: Nominations are now open for Third International Vice President. The Chair recognizes Kimberly Creller, Local 212.

DELEGATE KIMBERLY CRELLER, Local 212: Thank you, Mr. President. Kimberly Creller, Local 212, out of Calgary, Alberta.

As a first-time delegate and Young Worker, it is my distinct privilege to place the name of Damian Petti into nomination for the Third International Vice President.

Damian has served tirelessly as the President of my Local for over 19 years. He has consistently shown that he has what it takes to both grow and strengthen our great Alliance. Vice President Petti leads the largest mixed Local in Canada and is on the front lines of organization, defending, and advancing the IA's jurisdiction.

Under his leadership, Local 212 has grown its membership by 240 percent. He has helped build a strong community within our Local, establishing Young Worker and Women's Committees, as well as Phase 1 of the Local 212 Training Center, which supports International training initiatives such as Officer Training and Train the Trainer, along with 35 other courses offered locally and nationally.

Damian brings vast knowledge of both established and emerging crafts to the International. Local 212 has more individual crafts and departments being represented than any other Local that I'm currently aware of. This is a strength when it comes to understanding, organizing, and embracing the ever-changing landscape of our industry. He has successfully organized workers ranging from accountants to VFX technicians and is keeping pace with the rapid technological changes.

He is a registered lobbyist who is continually advocated for entertainment industry workers. In 2014, Damian successfully lobbied the Alberta government to adopt policies that prevent producers who owe money in any jurisdiction from accessing the provincial incentives in place. Since the induction of this policy, we have not had one single payroll default. That policy has now been adopted by the Nova Scotia government. Hopefully, similar policies will be implemented in every jurisdiction within our Alliance.

He is also an activist attending rallies, Pride parades and picket lines. We serve together on a provincial level at the Alberta Federation of Labor, and I have seen firsthand his dedication to the IATSE and the labor movement.

Just two months ago, the Labor Law Committee that he serves on brought much-needed reforms to Alberta labor laws.

On Monday he was unanimously endorsed by the Canadian Caucus. It's important that we continue to recognize those who have worked tirelessly to serve this Alliance and the labor movement. He has the skills, track record, and vision to continue supporting President Loeb's team. Please join me in supporting Damian's continued representation of our International Executive Board as Third Vice President.

Thank you, and merci.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Christian Bergeron, Local 514.

DELEGATE CHRISTIAN BERGERON, Local 514: Thank you, Mr. President. Good morning, delegates. It is my pleasure to second the nomination of Damian Petti for Third Vice President.

On top of running a successful Local for many years, I've also seen how Brother Petti works very hard to move us forward at the national and international level. He is involved in education, training, and activism. His recent success leading IATSE's Canada National Food Drive is a good example of this. I've also seen him working at the Canadian Labour Congress Convention and know firsthand that he tries to support the growth and strength of the IATSE. He has certainly earned another term as our Third International Vice President.

*...Delegate Bergeron repeated his seconding speech in French.*

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Third Vice President are now closed in the name of –

READING CLERK FRY: Damian Petti.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT PETTI: Mr. President, it is a deep honor to accept the nomination. Thank you.

*(Applause)*

## Office of Fourth International Vice President

PRESIDENT LOEB: Nominations are now open for Fourth International Vice President. The Chair recognizes Joe Short, Local 27.

DELEGATE JOE SHORT, Local 27: Joe Short, Local 27, Cleveland, Ohio.

Mike Miller moved from Cleveland to California to work for the International in 2001. As that was 16 years ago, most of the delegates here this week only know Mike as the Vice President in Charge of the West Coast Office, a position he was appointed to in 2006, and later, in 2008, Department Director of Motion Picture and Television Production, positions under the guidance of President Loeb.

Mike has been instrumental in the success of Locals not only in the Los Angeles area, but Studio Mechanic Locals all throughout our Alliance.

That is the Mike most of you know. "West Coast Mike."

*(Laughter)*

But for myself, the guys sitting with me this week, and a few others scattered across this convention hall, he will always be "Cleveland Mike." That is the guy I'd like to talk about today, the guy who moved his family across the country not for the allure of Hollywood, not for money or prestige, but because he lives and breathes the IA and wanted to be involved in its success.

This is the guy that even now, all of these years later, is still considered an absolute hero by us members of Local 27 who worked with him.

When we were all much younger working as stagehands in Cleveland, our generation counted on and was never let down by Mike. Whether it was standing up to an abusive employer, ensuring that the jobs we were on were safe, or educating younger stagehands on how to be professional, Mike was the guy we turned to.

When we needed bailing out of a tough situation, be it at work, in a bar, or every now and then it was bailing out that we actually needed in a legal sense, it was Mike that we called. Mike always picked up on the first ring, never asked questions; he was simply there for us.

That is Cleveland Mike, and that's who he will always be to his Cleveland friends.

Now, unfortunately, it means he's stuck being a Browns fan for the rest of his life, but so are all of us.

*(Laughter)*

Whether he's "Cleveland Mike" or "West Coast Mike" to you, we can all agree he is a man who has dedicated his life to helping members of this Alliance.

Under the leadership of President Loeb, General Secretary-Treasurer Wood, and members of the General Executive Board, like Mike Miller, this Alliance could not possibly be better positioned for success in the future.

It is with a great deal of pride that I nominate Michael F. Miller, Jr., for the office of Fourth Vice President of the IATSE.

*(Standing ovation).*

PRESIDENT LOEB: The Chair recognizes Sue Cabral Ebert, Local 706.

DELEGATE CABRAL-EBERT: President Loeb, Secretary-Treasurer Wood, International Vice Presidents. Counsel and delegates, it gives me great joy to come to speak to you today about a man I genuinely respect, admire, and consider a friend.

I first met Mike Miller at a political rally soon after he came to the West Coast from Cleveland. He was young, laser-focused, and dynamic, and I knew immediately that this man was going to be a great leader.

Joe Short has outlined history that he and Mike share, their lifelong bond as stagehands from Cleveland and how it shaped their lives. I'll tell you about the West Coast Mike that I know. During his years as International Vice President, vast changes in the organizing of nonunion films and television productions have taken place. A strong team of International Representatives and Organizers within our Locals has increased new membership dramatically. As we all know, Growth Equals Strength, and those new members are the next generation.

We can go down the litany of accomplishments and responsibilities of the Motion Picture Industry Health and Pension Plan, the National Benefit Funds, the Motion Picture Industry Television Fund, the California Labor Federation, and the LA County Federation of Labor, the California Film Commission, Film LA, and numerous other organizations on top of his position as the Director of Motion Picture and Television Production.

He has brought a fresh outlook and attitude to the formalities of running a labor organization. The structure is there, he does his research, knows the details, and is in command.

But one of the best changes Mike Miller has brought

– has been brought about has been the open lines of communication, not just with the representatives and the officers, but with the members themselves. He is there to celebrate their accomplishments and be with them on the picket lines as well. Some of us will never forget the pure joy of eardrum-busting noise, gunning his Harley around the parking lot of a film we were picketing, "Sharknado."

*(Laughter)*

He has our back.

On a personal note, one of the most incredible moments I ever experienced was when my husband Jerry passed away two-and-a-half years ago. We had a lovely service for him and, of course, I was caught up in the emotion and grief. I stood up, turned around, and there were Thom Davis and Mike Miller. As Mike said, "How could I not be there?" A moment I will never forget.

When any of us bemoan the fact that we don't have enough hands to do our jobs, a quick look at Mike's schedule, the responsibilities of his position, and how well he handles it makes us all stand down.

It is with great honor I second the nomination of Michael F. Miller, Fourth International Vice President.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the Office of Fourth International Vice President are now closed in the name of –

READING CLERK BELSKY: Michael F. Miller, Jr.

*(Standing ovation)*

VICE PRESIDENT MILLER: Thank you, guys. Thank you. Thank you.

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT MILLER: President Loeb, I humbly accept this nomination on behalf of both personalities described by Joe.

*(Laughter and standing ovation)*

## Office of Fifth International Vice President

PRESIDENT LOEB: Nominations are now open for Fifth International Vice President. The Chair recognizes John Brasseux, Local 22.

DELEGATE JOHN BRASSEUX, Local 22: Thank you, Mr. President. John Brasseux, Local 22, Business Agent.

Mr. President, Brothers and Sisters, I am honored to stand here with you today to nominate Daniel Di Tolla for Fifth International Vice President of the IATSE. Many of you know Dan for his knowledge, his intelligence, and his easygoing manner that belies the drive and focus and his passion for this union.

Whenever I've needed help or guidance, Dan was there with answers and advice. When one of our employers, some years back, tried to gut our jurisdiction, Dan was there at the bargaining table and led us to a workable solution that's lasted to this day. When our Local, quite frankly, needed a nudge into the 21st Century to come to terms with the concept of organizing, Dan was there at our membership meeting, talking to our members and answering their questions and addressing their concerns.

In a recent arbitration that can significantly impact the future of our Local, Dan was there and spent the day continually searching for ideas to resolve the conflict.

Throughout my years as an officer of Local 22, whenever there's been a problem, Dan was there with his insight, his wisdom, his humor, and his friendship. And today, I am proud to be here to offer my voice, my vote, my support, and my friendship to this good man.

And I ask all of you to join me in supporting Dan Di Tolla for Fifth International Vice President of the IATSE.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Nick Kaledin, ATPAM.

DELEGATE NICK KALEDIN, Local 18032: Mr. President, General Secretary-Treasurer Wood, assembled delegates, Nick Kaledin, Local 18032 ATPAM. This man has the IATSE in his DNA, in his bones, and he's got the pulse of the labor movement in his heartbeat. He's extremely knowledgeable about labor law, labor history. He's always been available to me to answer any questions I might have or to dispense solid advice.

It's my great honor and privilege to second the nomination of Daniel Di Tolla as Fifth Vice President of this great International. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Fifth Vice President are now closed in the name of –

READING CLERK FRY: Daniel E. Di Tolla.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT DiTOLLA: It's an honor to be nominated and it's a privilege to serve. I accept.

*(Standing ovation)*

## Office of Sixth International Vice President

PRESIDENT LOEB: Nominations are now open for Sixth International Vice President, and the Chair recognizes John Fundus, Local 52.

DELEGATE JOHN K. FUNDUS, Local 52: Thank you, Mr. President. John Fundus, Vice President, Local 52.

Fellow delegates, John Ford – John Ford's a third-generation Local 52 IATSE member. He was a shop steward on many movies in his early career, he served on Local 52's Executive Board, he was Local 52's Secretary-Treasurer, and now serves as Local 52's President and Business Manager. He is also a Trustee on MPI plans, as well as a Trustee on Local 52's 401(k) plan. Oh, and he's also the Sixth Vice President of this great International.

I could go on and on about John, but I know what he would say: Keep it simple. So to quote you, President Loeb, you once said, "As leaders, we are charged with providing the membership with the best possible representation."

Well, John Ford fits that to a T. So it's an honor for me to nominate John Ford as the Sixth Vice President of the International. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Chair recognizes Colleen Donahue, Local 161.

DELEGATE COLLEEN DONAHUE, Local 161: Good morning, President Loeb. Colleen Donahue from Local 161.

John Ford has been a member of this Alliance since 1978. He comes from a long line of union activists, and the Ford family has been advocating for our community for decades. But not just us.

For example, as we fight this vicious, hard battle against Right to Work, John flew to Wisconsin because he wanted to sit in with his brothers and sisters there in solidarity.

Or after Hurricane Sandy – there was a luncheon planned, but so many couldn't go. So he gathered up all those steaks and all that good food – and it's 52 so you know it's really good food.

*(Laughter)*

But he went and he visited with local firehouse in Breezy Point, because he wanted to show support for our first responders.

But that's John. That's who he is. He doesn't brag and he doesn't boast. He just gets things done.

But what I also know about him is that he is a mentor to some of us lucky ones. He is a friend to so many across this Alliance. But most importantly, he is a leader and he is a fighter, and he fights for all of us; whether it's firefighters or grips, he fights for all of us in this labor movement.

And so it is my great honor, President Loeb, to second his nomination for Sixth Vice President. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Sixth Vice President are now closed in the name of –

READING CLERK BELSKY: John R. Ford.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT FORD: With great pride, I do. I'd just like to thank everybody. Thanks very much.

*(Standing ovation)*

## Office of Seventh International Vice President

PRESIDENT LOEB: Nominations are now open for Seventh International Vice President, and the Chair recognizes Phil Klapwyk, Local 891.

DELEGATE PHIL KLAPWYK, Local 891: Thank you, Mr. President. Phil Klapwyk, Local 891, Business Rep, British Columbia and the Yukon.

Brothers, Sisters, journeymen, I rise before you to nominate a stalwart Canadian, John Lewis. John has been an inspiration for me and to all of us here on the convention floor, and not only in the area of rapid weight loss.

*(Laughter)*

I have to say, Mr. President, that even though John is terrible at bocce ball and even worse at horseshoes, somehow he managed to lead District 11 to victory over District 12 in the third quadrennial Barny Haines Invitational Challenge.

*(Applause)*

Seriously, though, John's work ethic, integrity, tenacity, and fighting spirit compels each and every one of us to be a better trade unionist every single day.

I am proud to stand here today, representing 7,700 professional artists and technicians of Local 891 and, Mr. President, I hereby nominate John Morgan Lewis for Vice President of the IATSE, the greatest trade union in the labor movement.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Cindy Jennings, Local 129.

DELEGATE CINDY JENNINGS, Local 129: Mr. President, Cindy Jennings, President of Local 129, Hamilton-Branford, Ontario.

For nearly 20 years, John Lewis has served the Canadian members of the IATSE with enthusiasm, compassion, and integrity. His tireless drive to create better and safer working conditions makes him an invaluable asset to the IATSE. His work on retirement savings and health care exemplifies his commitment to improving the lives of our members and their families.

John's passion for organizing and tenacity when negotiating contracts helps to improve the stability for workers across this great Alliance. His leadership and political lobbying has created legislation that will better the lives of all Canadians.

On Monday, we caught a glimpse of the social justice warrior that lies in John, when a member of our Canadian delegation was refused service based on the color of her skin. Outraged and indignant, John rallied us all together and led us to the street to make it clear that we would not tolerate racism and hate.

I have the privilege of calling John my mentor and we all call him friend. So with great pride, I second the nomination of John Morgan Lewis for Seventh International Vice President.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations are now closed for the office of Seventh Vice President in the name of –

READING CLERK FRY: John M. Lewis.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT LEWIS: I do.

*(Standing ovation)*

## Office of Eighth International Vice President

PRESIDENT LOEB: Nominations are now open

for Eighth International Vice President, and the Chair recognizes Steven Poster, Local 600.

DELEGATE STEVEN B. POSTER, Local 600: Mr. President, Brother and Sisters, I have a friend in Chicago, and that friend is International Vice President Craig Carlson, Business Manager of Local 2 and Eighth Vice President of the International Alliance of Theatrical and Stage Employees.

We all know Craig is kind of a modest guy, but over the years that we've been friends, I keep hearing about things he's accomplished both as Business Manager and Vice President. If I went over the entire list, President Loeb would probably ask me to sit down, but just to give you a quick idea:

As Business Manager of Local 2, the number of contracts and jurisdictional fights that he's won are legend. The care for his members and the gains he's won for them is extraordinary. His work as International Vice President, winning a contract from the University of Illinois covering the entire campus, negotiated a contract with the City of Peoria covering the entire Peoria Civic Center. He's served on the IATSE-PAC Committee since 2013 and is chair – he has chaired the IATSE 9th District convention since 2009.

As I said, the list goes way on from there, demonstrating the hard work and the accomplishments that Vice President Craig Carlson has achieved. And yes, we have a friend in Chicago.

For these reasons and many more, I would once again be honored to nominate Craig Carlson as our Eighth International Vice President of the International Alliance of Theatrical and Stage Employees.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Christina Kasperczyk, Local 669.

DELEGATE CHRISTINA KASPERCZYK, Local 669: Hello, Mr. President. Christina Kasperczyk, Local 669.

Brother Carlson takes on his personal life and all his assignments from the International with determination and heart and always fights for what is right.

It is my distinct pleasure to second the nomination of Brother Craig Carlson as the Eighth VP of the International. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Eighth Vice President are now closed in the name of –

READING CLERK BELSKY: Craig P. Carlson.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT CARLSON: Mr. President, under your leadership, serving our brothers and sisters has been a privilege of my life, and I'm honored to accept the nomination. Thank you.

*(Standing ovation)*

## Office of Ninth International Vice President

PRESIDENT LOEB: Nominations are now open for Ninth International Vice President, and the Chair recognizes Joanne Sanders, Local 893.

DELEGATE JOANNE SANDERS, Local 893: Thank you, Mr. President, and I appreciate not having to use an Apple box this morning.

*(Laughter)*

Mr. President, members of the General Executive Board, fellow delegates, and guests, it is my honor and privilege to place into nomination for Ninth International Vice President the name of William E. Gearns, Jr.

"When the union's inspiration through the workers' blood shall run, there can be no power greater anywhere beneath the sun."

Bill spent his entire career promoting the principles of trade unionism. He left little to chance. Having begun his education in political science, once he became a member of Indianapolis' Local 30, he soon realized the opportunity to become active in his Local. He switched his major to labor studies, which set him on a path to leadership.

He rocked the boat by successfully running for the position of Business Agent at a time when the old guard was not quite ready to step aside. The Local was

ripe for strong leadership and cultural change; Bill provided both.

Soon, he was garnering support to create benefit plan, training, and a bona fide hiring hall procedure. Under his leadership, the Local opened its doors to women and people of color. He led the Local through some heavy strikes and organizing campaigns and raised its profile through political action.

This all set the stage for the next level, when he was appointed as an International representative of this great Alliance. He applied the same steadfastness to his assignments with sister Locals as he did with his own, helping them to recognize the importance of providing benefits and training to their members.

In 2000, he was appointed as the Director of the then newly minted Tradeshow and Display Work Department, where he served as its only staff member for the first few years. Again, his steadfastness was applied to create a robust department that now includes seven staff. He's embarked on conquering the AV industry as it broadens its hold over trade shows and conventions across the country.

He crafted the first national tradeshow agreement, covering decorating and AV, that have increased the market share of Locals throughout this Alliance. He's created relationships with national employers that are the envy of other unions.

His commitment to activism is evident in his history of organizing and political action. He's upped the ante more recently by developing corporate campaigns and implementing bannering, helping to create a new level of activist in this Alliance.

Mr. President, Bill's efforts have brought growth and strength to this Alliance. I am proud to stand before you and nominate my fearless department Director, my mentor and my dearest friend, as the Ninth International Vice President of this great Alliance.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Marcel Boulet, Local 680.

DELEGATE MARCEL R.J BOULET, Local 680: Mr. President, Marcel Boulet, Local 680, Mainland Nova Scotia, and New Brunswick.

Tradeshow work is quickly becoming the biggest employer for the Local stagehands, and Vice President Gearns has the right temperament and experience to deal with these employers.

I can think of nobody else I would rather lead the Tradeshow Department than Vice President Gearns, and I am honored to second the nomination for the Ninth International Vice President, Bill Gearns.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Ninth Vice President are now closed in the name of –

READING CLERK FRY: William E. Gearns, Jr.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT GEARNS: I humbly accept the nomination. Thank you.

*(Standing ovation)*

## Office of Tenth International Vice President

PRESIDENT LOEB: Nominations are now open for Tenth International Vice President, and the Chair recognizes Rosemarie Levy, Local 798.

DELEGATE ROSEMARIE M. LEVY, Local 798: Thank you. Thank you, Mr. President, Brother and Sister delegates. Good morning.

Phil LoCicero, my friend and yours. Phil joined the IA in 1989 as a set painter, elected 478's President in 1994, and then elected International VP in the year 2012.

Within this time period, I got to know Phil LoCicero when I was the Business Agent for Local 478 in the Mid-Atlantic Region in the mid '90s. I would reach out to Phil for his knowledge on contract issues, as I was new to the position. Phil was there for me, answering questions I couldn't believe – I should have known, in all humility. But he was gracious.

Phil was there for us when I reached out to him, asking questions on organizing, on various jobs that came to my front door. As a side note, Phil was organizing before the electronic authorization card

system which we use today. Then it was showing up, working behind the scenes with limited information, doing it the old-fashioned way, dot, dot, dot, a little bit too long to explain right now.

But Phil was an organizer, the trailblazer before it was popular. And lest we forget, it was in a Right-to-Work state.

Phil was there for us when I reached out to him on matters concerning education classes. I was overseeing 14-plus departments, so where best to begin? No point in reinventing the wheel, as he had done it successfully, a full classroom size to just one on one, person to person.

And when I joined the family of Local 798, the Makeup Artists and Hair Stylists, as their Business Representative, Phil was there for me, us, also. He knew my members and was willing to assist where needed, knowing that I was new to the position and to the Louisiana market.

Phil was there for us, rallying all the IA Locals and other businesses special to the region when it came to legislative issues. Every state handles legislation differently and Louisiana was no different. Phil navigated me through the process and helped place the state in a positive position, bringing work to all, including my members, in the industry. And let's not forget, work includes benefits, benefits that will affect family health plans and pension moneys at the time of retirement.

But that is Phil LoCicero, thinking of others even before they think of themselves.

"Go to Phil," is what the crew said. "He will take care of it. He knows. He's one of the good guys." Yes, I agree.

From its inception, he kept Local 478 alive during all the tough times and even through Katrina and its aftermath. Quiet and unassuming most of the time, but always strong, tremendous abilities. He's a member's member and a member's leader. Also, he's politically savvy and led the political fight for legislation, restoring incentives, benefits for all production workers in the area.

Therefore, it is with joy, honor, and respect, I nominate Phil LoCicero as the Tenth Vice President of the IATSE.

Phil, I so thank you for you being you. Rosemarie.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Chandra Miller, Local 478.

DELEGATE CHANDRA MILLER, Local 478: Thank you, Mr. President. Chandra Miller, Secretary-Treasurer, Local 478, Louisiana, Southern Mississippi, and Mobile, Alabama.

Brothers and Sisters, honored guests, it is with immense respect and pride that I proudly stand here today to nominate Phil S. LoCicero as Tenth Vice President.

Leaders must possess certain qualities to be effective leaders:

Leaders must communicate. When leaders communicate well, employees and, in our case, union members, feel valued. Phil listens and generally respects others' opinions.

Leaders must have character. Phil's character includes honesty, integrity, respect for others, and selflessness.

Leaders must care and inspire people. Phil demonstrated this as an IA member since 1989, while leading intense organizing battles, forever changing what film and television production meant to the state of Louisiana.

Under his leadership, we saw tremendous growth, from 244 members in 2004, to 776 members by 2009, to over 1,200 members currently.

Leaders must have courage. It's easier to be a follower than a decision-maker. It's much harder to stand up, speak up, and be accountable.

Phil recognizes one of the most rewarding aspects of leadership is being part of a team. Teamwork is about hearing all views, admitting mistakes, and sharing the risks and rewards as a team, and I am so grateful to be part of his team.

Leaders must be competent. Phil is competent and proficient with his duties as Local 478's President of 23 years, since 1994, and as Vice President of the IA since 2012. His history in these positions include successfully assisting in ASA, AICP, and Low Budget negotiations; strengthening workers' rights, working conditions, increased wages, and benefits. And most recently, through his tireless efforts, he successfully helped put a democratic governor, one who supports film and television production, unions, and working families, Governor John Bel Edwards, in the governor's seat of Louisiana.

I've been blessed –

*(Applause)*

I've been blessed to have had wonderful leaders and mentors during my professional life, and I'm proud to add Phil to that list. Phil LoCicero has proven himself as a union activist and leader, fully supporting and echoing President Loeb's vision of the Four Pillars of Success.

It is my privilege to nominate, support, and stand with Phil, and I know all of you will benefit from his continued service to this Alliance.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Tenth Vice President are now closed in the name of –

READING CLERK BELSKY: Phil S. LoCicero.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT LoCICERO: Absolutely, Mr. President.

*(Standing ovation)*

## Office of Eleventh International Vice President

PRESIDENT LOEB: Nominations are now open for Eleventh International Vice President, and the Chair recognizes Sandra England, Local 793.

DELEGATE SANDRA J. ENGLAND, Local 793: Today, I rise to nominate a woman who's been tempered with the heat of struggle. She raised her children as a single mother and worked on the shop floor. And even with the consequences to her family of economic insecurity by standing up, she still chose to stand up. She stood up for herself, she stood up for her coworkers, and made the choice to work to build a local union for tradeshow workers in the city of Atlanta.

She guided the Local during boom times and she guided the Local during the recession that hit the tradeshow hard all over this country. She then went back and built capacity to bring that Local back to the good times that we're experiencing now.

She was a steward, she was a shop floor worker, a Business Agent, she was Trustee of this Alliance, and a great steward of our finances from 2000 until 2016, when she was elected VP, only the fourth VP woman in our history.

She was recognized as the labor leader of the year for the state of Georgia. She understands what it is like when someone looks at you and doesn't see you and makes you feel less because of it; but Faye never feels less because of it, because at each point in her life, she has stared challenge in the eye.

She has persevered with humility, with grace, and with the heart of a lion. She deeply loves her family, her Lord, and her union. She is your voice.

I proudly place into nomination my friend and the friend of everyone in this room Corinthia Faye Harper because I'm with Faye.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Joanne Sanders, Local 893.

DELEGATE JOANNE SANDERS, Local 893: Thank you, Mr. President. It is my humble privilege to rise in support of the nomination of Corinthia Faye Harper for Eleventh International Vice President of this Alliance.

As Sandy mentioned, Faye served the Alliance as a Trustee for more than 15 years and most recently as the Eleventh Vice President. As such, she's been committed to the principles espoused by this Alliance. She's assisted the President and General Secretary-Treasurer in ensuring that we're financially sound.

As Vice President, she continues her support for the administration's agenda and the best interests of the members. And she's one of only four women in our history to be seated at the table. This week, we've all seen the impact of a cultural shift in our Alliance, beginning with the celebration of our unlimited potential at Sunday's Women's event, and coming full circle yesterday when our President, Matthew Loeb, called out the inappropriateness of a guest speaker.

Everything happens in its right time, and we are all witness to the full expression of respectful inclusion in trade unionism at this time in this union.

On a more personal level, I've had the opportunity to work closely with Faye in the Trade Show Department. I've learned to appreciate her abilities and her advocacy for the workers she represents. We share many of the same experiences with employer representatives, and we work together to develop strategies to overcome some of the barriers we still face while ensuring the success of our Locals.

Mr. President, it is a privilege to second the nomination of C. Faye Harper for the Eleventh Vice President of this Alliance.

*(Standing ovation)*

PRESIDENT LOEB: Are there any nominations.

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Eleventh Vice President are now closed in the name of –

READING CLERK FRY: C. Faye Harper.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT HARPER: I accept the nomination, and thank you.

*(Cheers and applause)*

## Office of Twelfth International Vice President

PRESIDENT LOEB: Nominations are now open for Twelfth International Vice President, and the Chair recognizes Christopher Welling, Local 11.

DELEGATE CHRISTOPHER WELLING, Local 11: Mr. President, Christopher Welling, President, Local 11, Boston. I'm honored to nominate Sister Colleen Glynn for the office of Twelfth International Vice President.

Before I ever met Sister Glynn, I worked with her father, Thomas Glynn. He was a proud, longtime member of Local 11. Tom was also a metropolitan district police officer and a former Marine Corps drill instructor. Strength, dedication, and loyalty were traits he passed on to his daughter. I wish he could be here to see this moment.

Sister Glynn became a member of Wardrobe Local 775 in 2000. I had the pleasure of swearing Colleen into Local 11 in 2005.

Sister Glynn showed her abilities and willingness to learn whether doing costume changes, running a sewing machine, a follow spot, a light board, or a camera at the racetrack. These talents were recognized by fellow workers and employers.

Sister Glynn was hired by the Boston Lyric Opera first as an Assistant Electrician and then as a Property Master. While practicing her craft, Colleen also found time to serve our Local. Beginning in 2006, she was twice elected to the office of Recording Secretary-Treasurer. Sister Glynn volunteered to co-chair the Local's Organizing Committee, and her successful efforts brought collective bargaining agreements to over a hundred new members. These new members nearly doubled the size of our Local.

In 2012 Sister Glynn was elected Business Manager of Local 11. She was the first woman to hold the position of Business Manager since our Local's inception as one of the original stage Locals chartered in 1893.

In 2013 Sister Glynn's political activism was rewarded when she was able to help gather Congressman Stephen Lynch, Senator Edward Markey and Senator Elizabeth Warren so they could speak to all of us at the IATSE 67th Convention in Boston.

In 2013, Colleen became the first Local 11 representative to be elected to the Executive Board of the Greater Boston Labor Council, and in 2015 Colleen further grew the Local's profile when she was elected Vice President of the Massachusetts AFL-CIO.

And in 2016, Sister Glynn was recognized by President Loeb and elected by the General Executive Board to the position of Thirteenth International Vice President.

All this time Colleen was also a single mother. Her greatest achievement: She's raised two fine sons who are now members of Local 11.

Mr. President, I stand before you with great pride as I place the name of my friend, Sister Colleen Glynn, in nomination for the office of Twelfth International Vice President.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Cathy Repola, Local 700.

DELEGATE CATHERINE REPOLA, Local 700: Thank you, Mr. President.

When President Loeb created the IATSE Women's Committee two years ago, the first thing I did was to create an Executive Committee to have decision-making and oversight over our endeavors and our mission. One obvious choice for that committee was Colleen Glynn. It was apparent to me, in watching her from a distance, that she was a natural-born leader.

I later learned that we were both second generation IA. Her father, like mine, was an IA member, and we grew up with the core principles of unionism as part of our daily lives.

Over the last couple of years, and even more so as we worked together to produce the Women's event on Sunday evening, I got to really know Colleen. As you just heard, she wears many hats. It became evident she is a master multi-tasker. She always stepped away from what we were doing to take a call from her Local or to respond to a member in need or to fill jobs, never losing sight of her primary commitment as Business Manager of Local 11.

Sometimes she would literally just disappear – I didn't even see her go – and pop back in saying that she was sorry to depart so abruptly but that she had to take care of something with her Local, and then didn't skip a beat, was segueing right back into our conversation.

I have had the privilege to get to know Colleen for who she is as a woman, as a mother, as a daughter, as a sibling, and as a leader in the broader labor movement. And I came to know that not only is the IATSE in her blood, but even more importantly, it is in her heart in a deep and profound way.

That is why I stand before you today with the very distinct honor of seconding the nomination for Twelfth Vice President of the IATSE, a woman I'm proud to call my colleague, my friend, and my sister, Colleen Glynn.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Twelfth Vice President are now closed in the name of –

READING CLERK BELSKY: Colleen Glynn.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT GLYNN: Mr. President, I am honored and so proud to accept the nomination.

*(Applause)*

## Office of the Thirteenth International Vice President

PRESIDENT LOEB: Nominations are now open for Thirteenth International Vice President and the Chair recognizes Dan Dashman, Local 798.

DELEGATE DANIEL DASHMAN, Local 798: My name is Daniel Dashman and I am the Business Representative and delegate of Local 798, Makeup Artists and Hairstylists, covering 22 states and territories on the East Coast.

Mr. President, Executive Board, Representatives, Brothers and Sisters, honored guests, in the early 1990s, Local One was having some hard times. They'd lost a hard-fought strike. The Broadway League was increasingly being taken over by corporate interests and the Television Master Contract was no more.

A young stagehand at City Centre named Jim Claffey thought he could do something about it and ran for Trustee. He won in a landslide, becoming the Chairman.

He spent a term learning the ropes and then ran for the Legitimate Theater Business Manager on the slogan, "Return the pride, return the honor." Again, he won in a landslide.

Several years later Jim recognized that the presidency of Local One was not a part-time job to be haphazardly compensated meeting by meeting, but a full-time position dedicated solely to the betterment of the members of Local One. So Jim wrote a resolution to the Constitution, and he asked my opinion. I had problems with it. And Jim went through six drafts until he had written what, in my opinion, is the perfect paid presidency clause that is now in the Local One Constitution.

Jim ran for the position. Yes, he won, and has won in a landslide in every election since, and in the process fulfilling the promise to return the pride and return the honor to Local One.

On the personal side, there came a time in my life when I really needed a hand. Jim risked his reputation to throw me a lifeline. In everything I have done there has always been the thought that Jim should never be sorry that he gave me that help. But it's not just me and it's not just members of Local One. Jim has quietly helped many others, sometimes in the dramatic manner I experienced, and sometimes just by slipping someone a hundred dollars to make sure they could get groceries on the table for their family. And yes, Jimmy, I knew about that.

*(Applause)*

The New York City Central Labor Council has recognized Jim's leadership by naming Jim the Chair of New York City's Labor Day Parade. Jim always said that being President of Local One was the only job he ever wanted. But then the IA's finest International President in my 42 years as an IA member, President Loeb, told Jim that it was time to step up, that his union needed him; and Jim did.

It is with great humility and great pride that I have the honor of placing in nomination for the Thirteenth International Vice Presidency the name of the greatest President Local One has had in my time, James J. Claffey, Jr. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Toby McDonough, Local One.

DELEGATE ROBERT McDONOUGH, Local One: Mr. President, Toby McDonough, Treasurer of Local One.

James J. Claffey, Jr. has proved himself to be a great leader over his many years, first a Trustee, Business Agent, and now President of Local One. I'm going to give you a brief list of his accomplishments.

In 2007, he led us through a successful Broadway strike. Correct.

*(Applause)*

We all remember the party in 2009, and it was a great time.

Over the years there have been countless organizing drives, successful contract negotiations with continuing increases in wages and benefits. The successful merger of Local 340, Long Island, these new Local One members will be able to achieve a pension, quality medical, and respectable annuity rates by the likes they have never seen before in their lives.

*(Applause)*

Record levels and numerous increases to our pension funds; record Annuity Fund balances; the continued survival, and most recently, record balances in our Welfare Fund; a sophisticated Political Action Committee; the creation of the Local One Training Education and Technology Fund, where he negotiated contributions through our collective bargaining agreements which has made the fund flourish; the creation of the Sisters Committee, the Young Workers Committee, Benefit Committee, Budget Committees. We run this union professionally thanks to James J. Claffey, Jr.

As I said before, these are just a few examples; but because of all of the above, he's responsible for the positive change to thousands of Local One members' lives. This not only includes the active members but, more importantly, provides benefits, respectful benefits to our retirees and beneficiaries as well.

He's a proven labor leader for many years to come. And trust me, if anybody needs help at any point, at any time, any Local here, he will answer your call.

On behalf of the great Local One delegation that I represent with them, it is with great pride and loyalty that I second the nomination of my President but, more importantly, my friend, James J. Claffey, Jr., for Thirteenth Vice President of the IATSE.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the office of Thirteenth Vice President are now closed on the name of –

READING CLERK FRY: James J. Claffey, Jr.

*(Applause)*

PRESIDENT LOEB: Do you accept the nomination?

VICE PRESIDENT CLAFFEY: Mr. President, there's nobody more fortunate than "Lucky 13" today.

*(Laughter)*

I share this honor with my brother and sister members of Local One. I look forward and truly appreciate the privilege to lead this Alliance under your leadership. And I could not be prouder to accept this nomination. Thank you, sir.

*(Cheers and applause)*

## Office of International Trustee

PRESIDENT LOEB: Nominations are now open for the Office of International Trustee, and the Chair recognizes Martha Smith, Local 764.

DELEGATE MARTHA SMITH, Local 764: Thank you, President Loeb.

Sisters, Brothers, members of this Alliance, it is my great honor on behalf of the 15 delegates representing the 1497 members of Theatrical Wardrobe Union, Local 764, to nominate Patricia A. White for International Trustee.

*(Cheers and applause)*

Pat is the President of Local 764 and has served our Local for more than 20 years. In those years she has led the Local with integrity, courage, and some very good sense. She has bravely represented our members and holds herself to and inspires in us strict standards of both trustworthiness and solidarity.

Pat knows how important the union is for workers. It matters that we are represented and it matters that the representation be the best it can be. In the role of Trustee, she supports our leadership of the IATSE to be the best there is.

Trustees hold a position of responsibility for the benefit of others. And an International Trustee's role of checks and balances allow both the leadership and the membership of the IATSE to do our job securely.

Frances Perkins, the first United States Secretary of Labor, spoke about the solutions to society's problems. She said of these solutions, "They must be based on common sense and carried out with courage." If you add integrity to this, you pretty much describe how Pat approaches any problem.

The job of International Trustee needs someone with common sense, courage and integrity, and Pat White possesses all three.

I am so, so proud to nominate Pat White for International Trustee.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Kent Jorgensen, Local 80.

DELEGATE KENT JORGENSEN, Local 80: Thank you, Mr. President. Amelia Earhart said, "The most difficult thing is the decision to act. The rest is merely tenacity." Well, there's nothing mere about Pat White's tenacity.

We in the IATSE are fortunate that she made the decision to bring her leadership, her intelligence and her tenacity to this Alliance. Pat uses her seemingly endless energy to protect the members of the IATSE by overseeing the books and the finances of the Alliance. She's tenacious in providing opportunities for members to arm themselves with training so they can join her in the fight for better conditions, better jobs, and safer workplaces. And she shares the vision of growth and strength that will allow her and future leaders to continue to serve us, the members of the IATSE.

I'm proud to second the nomination of Pat White.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Steve Lutge, Local 16.

DELEGATE STEVE LUTGE, Local 16: Mr. President, Brothers and Sisters, good afternoon. My name is Steve Lutge. I am the Business Agent of Local 16 in San Francisco.

I have known Carlos Cota for over 15 years. Carlos and I would discuss situations pertaining to common employers.

I remember my first General Executive Board meeting where Carlos would introduce me around and made me feel welcome, which I really appreciate. Carlos' humble and easy going nature hides the determination and diligence to go above and beyond what is asked of him. He is devoted to fairness in the workplace and negotiations. He possesses the skills, the tenacity, and the commitment to continue to work towards improving the lives of all IATSE members.

Over the years it's been a great pleasure working with Carlos, and I am honored to consider him a friend. I believe Carlos has the qualities needed in serving as an International Trustee.

It is my privilege to nominate Carlos Cota as International Trustee. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Richard Disbrow, Local 122.

DELEGATE RICHARD DISBROW, Local 122: Thank you. Mr. President, Secretary Wood, General Executive Board members, and fellow delegates, it is an honor and a privilege to stand before you today to second the nomination of Carlos Cota as International Trustee, a man who I have personally served under as an Assistant Business Agent for the past four years.

Carlos served as Business Agent for Local 122 for 12 years before becoming an International Representative. As Business Agent, he served with integrity, honesty, and a true dedication to growing the Alliance.

Now, I could go on about his time as Business Agent and the work he did to increase our wage income by over 200 percent. Instead, I will talk on his time dedicated to the Alliance.

When he took his first family vacation, after ten years of no vacation and feeling comfortable enough to leave me in charge, I promised he would have an uninterrupted vacation. Well, let's just say I called more than once. Yet every time he somehow found time to answer my calls, even jumping into the bushes one time when he saw his wife turning the corner.

*(Laughter)*

His creative solutions, trustworthiness and ability to build lasting partnership makes him the ideal candidate for the Office of International Trustee.

Once again, it is my honor to second the nomination for my mentor, my friend, Carlos Cota. Thank you, Mr. President.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Chaim Kantor, Local 600.

DELEGATE CHAIM KANTOR, Local 600: Mr. President, Secretary-Treasurer Wood, distinguished Vice Presidents, and fellow delegates, I rise to place into nomination the name of Andrew Oyaas for the office of International Trustee, a position he has held since June of this year.

Andrew, a former motion picture prop maker, known to his friends and family as "Roo," is a 34-year member of the IATSE and has served as the Secretary-Treasurer of District 7 since September 2008. He has served as Secretary-Treasurer of Studio Mechanics Local 491 since 2007, and for nine years prior to that time was a member of that Local's Executive Board.

In addition to those roles, Andrew has served as Treasurer of the Western North Carolina Central Labor Council and as a Vice President on the state AFL-CIO's Executive Council.

A graduate of the State University of New York at Plattsburgh, Northeastern University, with a degree in theater and a Master's in Business Administration, Andrew credits his dedication to labor's issues to growing up in Detroit where he was exposed to the struggles of working men and women in the auto factories and newspaper printing plants.

In 1999, he developed a contract compliance audit program, a program that has recovered hundreds of thousands of dollars in wages and benefit contributions for Local 491 crews and workers represented by other Locals, including my own. As a former Secretary-Treasurer myself, and having spent many a long day together poring over the books and records of recalcitrant employers, I can attest firsthand to Andrew's dedication and ability.

It is, therefore, my great honor to nominate my good friend, Andrew "Roo" Oyaas, as International Trustee.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Sara Bettinger, Local 491.

DELEGATE SARA BETTINGER, Local 491: Thank you, Mr. President. Sara Bettinger, Local 491.

I have known Andrew Oyaas since the inception of Local 491. I could speak about his honesty and professionalism. I could speak about his integrity and seemingly tireless efforts to improve the workings of the union. I could say a lot about his willingness to sacrifice his time and occasionally his sanity in service of the union. But truthfully, all I want to say is that it is a privilege to serve with "Roo" and an honor to call him friend.

And so for the greater benefit of the International Brotherhood, I second the nomination of Andrew Oyaas to the post of International Trustee.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the Office of International Trustee are now closed in the names of –

READING CLERK BELSKY: Patricia A. White, Carlos Cota, Andrew Oyaas.

*(Cheers and applause)*

PRESIDENT LOEB: Sister White, do you accept the nomination?

INTERNATIONAL TRUSTEE WHITE: It's such a joy to serve this Alliance. I love this union and I accept this nomination.

*(Cheers and applause)*

PRESIDENT LOEB: Brother Cota, do you accept the nomination?

INTERNATIONAL TRUSTEE COTA: I proudly accept and honored to serve this great organization. Thank you.

*(Cheers and applause)*

PRESIDENT LOEB: And, Brother Oyaas, do you accept the nomination?

INTERNATIONAL TRUSTEE OYAAS: Mr. President, it is my honor to accept the nomination.

*(Cheers and applause)*

PRESIDENT LOEB: No running, guys.

*(Laughter)*

## Office of Canadian Labour Congress Delegate

PRESIDENT LOEB: Nominations are now open for the Office of Canadian Labour Congress delegate, and the Chair recognizes Kelly Moon, Local 891.

DELEGATE KELLY MOON, Local 891: Mr. President, thank you. Kelly Moon, Local 891, British Columbia and Yukon, Canada.

President Loeb, General Secretary-Treasurer Wood, members of the General Executive Board, retired officers, delegates and guests, I am the Senior Steward for Local 891, and I am honored to stand before you to nominate Sister Siobhan Vipond for the Office of the Canadian Labour Congress delegate.

Siobhan's career as a stagehand and film technician progressed into leadership rising to the office as a Vice President of Stage and eventually President of Local 210, mixed Local, Edmonton, Alberta. Her passion and activism involving social justice issues and the labor movement led to her successful election in 2013 and subsequent reelection in May as the Secretary-Treasurer of the Alberta Federation of Labour.

She is a fierce, energetic, passionate, dedicated leader and mother. And I want to take a moment to reflect on Siobhan's dedication and ability to balance both roles.

Approximately seven years ago as a new mother in a leadership role, I admired Siobhan and her natural inclusion of her infant daughter, Mairead, toting her around at the district meetings, conventions, rallies, parades, lobbying, and political endeavors. To this day Mairead accompanies Siobhan to numerous events as a proud "Mini Me" of Siobhan. To me this speaks volumes.

It is obvious that not only as a labor leader advocating for the rights of all workers, whether it is occupational safety, human rights, women's rights or lobby legislation, Siobhan is actively mentoring the next generation of union activists. She has her finger on the pulse of the labor movement; and you needn't look further than social media to see Siobhan, known for her get-her-done attitude, to see her in action.

As a proud IA member, Siobhan embodies the Four Pillars of Success daily in both her personal and professional life. I want to acknowledge and thank her for the inspiration she truly is. As our champion in the everyday fight against the attacks on labor, Sister Vipond is not only the right choice, she is the best choice to get it done as our CLC Delegate.

*(Standing ovation)*

PRESIDENT LOEB: The Chair recognizes Monty Montgomerie, Local 873.

DELEGATE MONTY MONTGOMERIE, Local 873: Mr. President, Secretary-Treasurer Wood, Executive Board members, delegates and guests, I've known Siobhan Vipond for a number of years now and continue to be impressed by her dedication and

commitment to workers, the labor movement, and to the IATSE.

After having served as both Vice President and President of Local 210, she is also doing the IATSE proud serving as the Secretary-Treasurer of the Alberta Federation of Labour, where she is now in her third term.

But she didn't stop there. Siobhan is also a Vice Chair of the Premier of Alberta's Advisory Committee to the Economy, a Board member of the Workers Health and Safety Center, the Aspen Foundation for Labor Education, and the Edmonton Community Foundation.

With her background as an advocate, an activist, and a true labor leader, I'm very proud to second the nomination of Siobhan Vipond as CLC Delegate. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Are there any other nominations?

Are there any other nominations?

Are there any other nominations?

Nominations for the Office of Canadian Labour Congress Delegate are now closed in the name of –

READING CLERK FRY: Siobhan Vipond.

*(Standing ovation)*

PRESIDENT LOEB: Do you accept the nomination?

CLC DELEGATE VIPOND: Mr. President, with thanks to my nominators, I am honored and humbled to accept the nomination.

*(Cheers and applause)*

PRESIDENT LOEB: Nominations are hereby closed for all offices, and I would accept a motion from the floor authorizing the General Secretary-Treasurer to cast a unanimous vote on behalf of the delegates present for all those positions that were nominated unopposed.

Can I get a motion?

Microphone No. 3.

DELEGATE SCOTT BERNARD, Local 695: Mr. President, Scott Bernard, Business Representative, Local 695. I will so move.

PRESIDENT LOEB: I'll take a second.

Moved and seconded.

Did your name get on? I don't know if the mike was on.

DELEGATE KIMBERLY A. HOLDRIDGE, Local 631: Kimberly Holdridge, IATSE 631. I second that motion.

*(Laughter)*

PRESIDENT LOEB: It's been regularly moved and seconded. Are there any remarks?

All those in favor, say aye.

Opposed, say no.

Will the General Secretary-Treasurer please cast the unanimous ballot.

GENERAL SECRETARY-TREASURER WOOD: Mr. President, consider it done. (Gavel)

*...A video presentation entitled, "I Won't Back Down," was shown to the delegation.*

*(Applause)*

## ANNOUNCEMENTS

PRESIDENT LOEB: Are there any announcements?

READING CLERK FRY: Yes. Delegates are reminded that there is an IATSE PAC booth outside the convention hall where contributions may be made by completing the PAC form or by making online contributions.

Delegates are also reminded that the PAC may only accept contributions from IATSE members who are United States citizens.

READING CLERK BELSKY: Education and Training Survey. As a reminder, the IATSE Entertainment and Exhibition Industry's Training Trust Fund and IATSE Education Department are conducting a training survey today here at the convention. The purpose of the survey is to gather information about training needs and to know the Training Trust Fund and Education Department can be helpful to IATSE Locals.

There are still many Locals that have yet to pick up their tickets to take the survey. Please make sure that you do so today. The survey is for all Locals, from those who have robust training programs to those who are just launching training courses and starting to think about training. You should take the survey even if you took it four years ago.

Locals should assign a delegate or representative to take the survey. Designated delegates should stop by the Training Trust Fund table to collect the ticket they will need to take the survey. All delegates are encouraged to visit the Training Trust Fund table.

READING CLERK FRY: All Special Department Locals, front of house, treasurers, and ticket sellers, please meet at the front of the stage at the conclusion of this morning's session for a group photo.

READING CLERK BELSKY: One additional. Notice of a lost item, a black folder with a gold IA logo. This belongs to Sue Cabral Ebert of 706. If anybody finds it, can you return it to the General Office – that's 312 – by 5:30 today.

That concludes the announcements, Mr. President.

PRESIDENT LOEB: Thank you. While the Rules Committee has set the afternoon hours from 2:00 to 5:00, due to this late time, without objection, we will recess until 2:30.

Is there any objection?

Great. Thank you.

*(At 1:16 p.m., the Convention recessed, to reconvene at 2:30 p.m.)*

## FOURTH DAY - THURSDAY, JULY 20, 2017

## AFTERNOON SESSION

The Convention was called to order at 2:35 p.m., President Loeb presiding.

PRESIDENT LOEB: The convention, will please come to order.

Please rise now for the invocation by Sister Kedra Dawkins Local 800.

*(Applause)*

### INVOCATION
### Kedra Dawkins
### Local 800

Good afternoon. President Loeb, members of the dais, delegates, and honored guests, let us express gratitude for our lives as we assemble here today.

Please repeat after me.

*...The delegates responded as follows:*

"Together we call on a Higher Power, the Holy Spirit and the Human Spirit. We acknowledge all of the fortune we've been awarded in our lives, so much that we are able to stand together and not only contribute to one another, but to contribute to all human beings, creating a better community.

We thank You for giving us the greatest tools on the planet, the power of communication and the freedom of self-expression that allows us to impact the lives of every human being. Thank You for the compassion, grace, and generosity. We are so grateful to be able to contribute to others. Amen."

Thank you.

*(Applause)*

PRESIDENT LOEB: We now have with us a friend from UNI-MEI Global Union, Union Network International in the Media Entertainment Sector, which we've been involved with for many years.

Johannes Studinger is head of UNI-MEI since August of 2009, representing 140 unions and guilds in the media, entertainment, and arts worldwide. Prior to his present position, Johannes held the position of Deputy Director of UNI-MEI Global Union. Before joining the international labor movement in 1999, he worked with the Secretary General of the European Commission and Graham Watson, member of European Parliament, as well as the Brussels office of the Friedrich Naumann Foundation.

Since 2013, Johannes serves as Chair of the Advisory Committee of the European Audio-Visual Observatory.

Johannes is of German nationality and holds a Master in politics and international relations.

Please give a warm welcome to Johannes Studinger.

*(Applause)*

## JOHANNES STUDINGER
## Head of UNI-MEI Global Union

Good afternoon.

*...The delegates responded, "Good Afternoon."*

Dear President Loeb, dear General Secretary-Treasurer Wood, dear members of the Executive Board, dear delegates and guests, dear Brothers and Sisters, and to my friends from Quebec –

*...Johannes Studinger addressed the delegates in French.*

I'm very happy and grateful for having this opportunity to address you all today here at the IA Convention. I bring you the fraternal greetings from the UNI Global family of 900 unions representing over twenty million workers in the services industries worldwide.

Growing union power through organizing, capacity building, and solidarity are the most important goals of UNI. The work that UNI-MEI is undertaking for and with its 140 media and entertainment unions focuses very much on organizing and reinforcing our mutual strength.

Under President Loeb's leadership, the IATSE has not stopped growing in numbers and strength. And thanks to his leadership on our World Executive Committee and your support the global community of entertainment unions has done the same thing.

Since I addressed the IA Convention in 2013 in Boston, we've not stopped working with unions around the world to develop them to help to address issues and to build their capacity. Together, we represent 20 more unions in ten more countries in 2017 than in 2013. But more importantly, they represent more workers, and they do represent more collective bargaining coverage around the world that provide minimum pay, standards, and protection for women and men working.

This morning you already heard from my good friend and colleague, Spencer, about the huge success BECTU has had in covering more workers in film and TV production. In my home country, in Germany it took ten years for the union to finally come to an agreement in the area of freelance production as well, but they did so just two years ago. And in France, my friends overcome a deadlock in organizing and negotiating a collective agreement in independent TV production just two years ago.

An important part of the dues actually that you pay to us, gratefully, contribute to the Organizing Fund that we hold in place in UNI. This Organizing Fund helps to develop unions in developing countries, but also in countries in places where the right to organize, the right to be a member, and the right to be represented by a free trade union is not always guaranteed. This fund enables us to employ experienced organizing directors, activists, and work with unions and growing organizations through organizing projects.

Today in here, this is an opportunity for me to thank you for your contribution to this important work. But it's also an opportunity for me to say and to confirm that this support not only matters, but it makes a real difference.

Since 2013, during the last four years, we have run projects organizing colleagues in the field in Brazil, Colombia, Ivory Coast, and Malaysia. In Brazil, our brothers and sisters have overcome regional political divisions and unified their forces to target the major employer, TV Globo. They have doubled their membership and have established a new base of young workers who are very active reaching out to the unorganized.

In Malaysia, when we were starting with the unions in 2009, there was only one single union in a huge country covering just one single TV company. This year in April, I was sitting down in Kuala Lumpur, Malaysia, for three days in an organizing workshop building the capacity of representatives from nine trade unions that we helped establish during the last seven years. They are facing opposition and hurdles. The culture of trade unionism is still very, very young in that country and in the entertainment industry. But these women and men do understand that trade union stands for freedom and they embrace it; and their work is really good.

In Africa, we just started a project in Ivory Coast this spring; and we hope to achieve and drive similar results over the coming years.

But maybe the most important project for me personally and that I would like to share here – and we still run the project – is in Colombia. When I started to work for MEI and then UNI-MEI in '99, I met leaders from the Colombian Broadcasting Union then. One year later, the union was literally wiped out and the trade union members were dismissed, arrested, and their leaders were persecuted and some of them were killed. We did not cease to try to reach out and help them over the last decade, but we had to admit that

helping them was sometimes putting them in danger and is remaining and remained very difficult for them to actually organize in the open.

In 2013, our World Executive Committee took the position to make Colombia a priority goal for organizing, and we put substantive amount of resources and people to help courageous people in Colombia to organize in the broadcasting and the film sector. Today we have two unions, one in the biggest, most important broadcasting organization, Caracol, and the freelance film and TV production union that already has been in contact with colleagues of the IATSE.

I have to say it's the most rewarding thing for me to see it that we can do this. I'm so proud of these women and men in Colombia who face too many threats and overcome the fear and all the opposition. I'm also humbled by their courage. I'm happy to see that with their courage, determination and hard work, with your support and solidarity, they are now in a position to empower workers.

Of course, the financial means of the Organizing Fund that you and all other affiliates provide are important; and without these funds we could not do this work and have all these successes. But, more important, I think is your leadership, mentorship, and solidarity. Through UNI-MEI, the brothers and sisters in Colombia realized that they are not alone. They found out that they are part of a global community that shares the same values and that is united in diversity.

There were many meetings, left and right, with people from Latin America, from Europe, from North America, where they could share in our global meetings, where they could reach out and learn that this is possible.

We have to picture that many of those colleagues, they really think the first time before they met, met other members who come to our meetings, they really believe they are alone with their problems and nobody can really do what they want to do. And suddenly they realize, hey, wait a moment, this is possible, they do this, and they have the same problems. But through standing together, through working hard, and through solidarity, we can make a difference, and yes, we can break through, and, yes, we can have organizing and, yes, we have collective agreements. So that's a great work, and thank you very much to IA.

*(Applause)*

This organizing work is important and it gives us strength, it gives us mutual strength, because UNI-MEI is now much stronger than it was four years ago, eight years ago, and I hope in four more years' time, we will be even more stronger. And its strength gives us the opportunity to fight globally for dignity, equality, and freedom. And this in times of rising uncertainty.

I don't have to tell you, you're going in – in a country where you probably feel that there is more uncertainty, more political instability than before. But this is true everywhere, I would say. If you look around in Brazil, that was a country of hope. It's now stricken by political instability. And our unions do suffer because they get attacked on their freedom to organize. Argentina, the same thing. It's a very strong union country, but the new government that is in place is trying to hit at the unions and cut their rights.

Our colleagues in the UK who are facing and going through the so-called Brexit, the divorce from the European Union, whatever you want to say and think about that process, what it does, it creates a great level of uncertainty for workers' rights.

And then we have a lot of challenges to freedoms. In Poland, Turkey, Hungary, media workers are not free. If they say what they think, if your fellow colleagues that are anchors, that are filmmakers, that are authors, they are not safe from the state to be persecuted if they do criticize the ruling government. These are our colleagues, they're organized in unions, and we have to stand up for them.

We also face uncertainty among our young members and our young colleagues. Many of them don't know what our fathers and mothers went through, our predecessors that have fought so much for many rights that today, even my own kids take for granted, and we have to explain to them that this is something you have to engage with.

Many young people in the workplaces, they don't trust anymore institutions. And unfortunately, some of them, many of them, see unions as part of those institutions, part of the system, or even worse, not a relevant actor at all for freedom, equality, and dignity.

But, Brothers and Sisters, if this convention shows me something, I go back with one certainty, is IATSE is freedom, IATSE is dignity, IATSE is equality. And I truly believe –

*(Applause)*

I truly believe that our global community is just that, and that, in our work, we're just trying to do that.

The leadership of IATSE is critical to our work. It's critical for the success of union growth and our global work for freedom, dignity, and equality.

The IATSE is strong, and your strength makes every single entertainment union I work with stronger, believe me. The leadership of IATSE and UNI-MEI is the pillar of growing union strength and the spreading of the trade union culture in our entertainment industry.

Dear President Loeb, the IATSE colleagues, please continue to lead in growing the community of entertainment unions and pursuing our joint organizing projects. Help us to continue our global work for freedom, dignity, and equality.

I want you to thank for standing with UNI-MEI. I thank President Loeb and all his team for their hard work, commitment, and leadership with UNI-MEI. I wish you a successful continuation of this great convention and all the best for the future. Thank you so much for having me.

*(Standing ovation)*

PRESIDENT LOEB: Thank you, Johannes, and we will remain active in UNI-MEI and part of the global community. It's important to us, and you do a great job representing everyone's interests in that regard. Thank you for being here with us.

We're very lucky to have with us today Hassan Yussuff, President of the Canadian Labour Congress.

*(Applause)*

Hassan Yussuff was elected president of the Canadian Labour Congress in May 2014, becoming the first person of color to lead Canada's labor movement. Delegates voted for change and powerful activism to confront the challenges facing unions across the country.

Since his election, Hassan has led Canada's unions to a number of significant victories. It was under his leadership, for example, that the CLC launched an unprecedented and innovative digital- and community-based campaign that put labor's issues front and center in the 2015 federal election and helped defeat the conservatives.

At the heart of the CLC's federal election campaign was the call for a stronger Canada pension plan, a struggle that has been Hassan's passion for almost a decade. After the election, the CLC redoubled its retirement security campaign efforts, while Hassan worked with the new federal government and with provincial and territorial leaders to gain their support. That campaign and lobby work led to victory in November 2016 with the tabling of Bill C-26, legislation that expanded the CPP for the first time in its history.

Making workplaces and public spaces safer has been another key priority for Hassan. He was exposed to asbestos in his early working life and, as a union activist, learned that asbestos-related diseases are the number one cause of workplace-related deaths in Canada.

As CLC President, Hassan campaigned hard for a comprehensive ban on asbestos, a ban we won in December of 2016.

As well as his work in Canada, Hassan is a prominent International activist. In 2016, he was elected for a second term as President of the Trade Union Confederation of the Americas, an organization uniting 56 national organizations, representing more than 60 million workers in 23 countries.

Determined to build a better world for future generations, Hassan is committed to the fight against climate change and to ensure a just and fair transition for the workers and communities affected by the evolution to a green economy.

The CLC is the voice of Canada's labor movement, representing 3.3 million workers.

Please join me in welcoming the head of the Canadian Labour Congress, Hassan Yussuff.

*(Standing ovation)*

## HASSAN YUSSUFF
### President, Canadian Labour Congress

Comrades, Sisters and Brothers, it's truly an honor to be at your convention here, of course, in Florida. And let me, of course, say how pleased I am to be here. Let me also extend my sincere thanks for you inviting me here and, of course, I want to wish you a very successful convention. I know there's at least another day-plus to go, and I hope you leave here – by the time you leave here tomorrow – united and strong and determined to make this union twice as big by the time you get together the next three or four years from now.

*(Applause)*

I also want to thank my good friend and colleague, John Lewis. You're a member on our Board, who

consistently participates in the CLC executive and committee work of the CLC to make organization an even better one. John is dedicated, of course, a leader. He finds time to attend all our meetings and, of course, always inserts himself in the debate and discussion we're having in the CLC.

I also want to acknowledge my good friend and colleague here, Siobhan, who is here as the Secretary-Treasurer of the Alberta Federation. Of course, welcome also to your convention. She, of course, is a part of your rank and, more importantly, she does incredibly good work on behalf – her and, of course, her President of the federation just had a major victory in her province in improving the labor code on behalf working people in the Province of Alberta.

*(Applause)*

My friends, it's good to be here with you in the United States. We live in Canada, of course, and I can't say I'm too pleased with your President of the United States.

*(Laughter)*

I still hope before too long they'll do the right thing and impeach the bastard.

*(Standing ovation)*

Like you, my friends, we face many challenges. And as you're about to go through this, I can tell you, we lived this challenge for ten years in our country. It was not pleasant; it was extremely difficult for a movement. But we made one decision which was very clear: The fact that in 2014, that we have to do everything possible. Of course, in '15 when we had the chance to elect a new government, to ensure we didn't miss that opportunity.

I can tell you without a doubt, I spent an entire year traveling Canada, from coast to coast, talking to the activists in communities across our country.

What was at stake? The very future of our country was at stake and the future of our movement. And I know one thing, the end of the day, if we did our job properly, we would, of course, have succeeded. We did succeed in our effort, and I can tell you, as much as I hate right-wingers, I've never been so proud to watch the back side of a right-wing prime minister walk off the stage on that election night.

*(Cheers and applause)*

For ten long years he tortured our movement and tried to undo all the social change we made in our country. We knew if we were going to, of course, regain our momentum to keep building and growing our movement, he had to go.

Public sector workers were attacked with merciless vengeance by this government. Private sector workers who dared to invoke their right to strike, before they could even exercise it, they were legislated back to work. We know at the end of the day we could no longer tolerate this. And Sisters and Brothers, I have to say, since that, of course, election, we have turned the corner. We've got much work ahead of us, but systematically we're undoing the damage he has done for ten years in our country. And, of course, trying to restore the social gains we have worked so hard for working people in our country.

While we have yet to achieve all the things we desire in our country, I can tell you without a doubt, we're quite determined to ensure we cannot only hold our density in your country, which has been at 29 and 30 percent for the last 30 years, we are determined. We just completed our CLC convention. One of the top priorities of our movement for the next three years is to grow that density beyond 30 percent in Canada.

*(Applause)*

We campaigned during that election, of course, for not simply to defeat a government, but to put forth an agenda for change. Some of those changes have already been realized in our country. We've won some major victories on behalf of working people, and I want to take some time to share some of them because they're important.

In the context of our victory – I've had the good fortune the last three weeks to travel within Australia. I just came back from Hong Kong and South Korea. I can tell you without a doubt, as I go around the world and talk to colleagues, the labor movement around the world has been taking a lots of hits. And where we were able to get some victories, you've got to tell the story and celebrate these victories.

We were quite fortunate in 2015, because of some challenges we took to our Supreme Court in our country, to win some of the major victories we've ever seen in the history of our country. We won the right to have to go on strike as a legal right protected by the Constitution of our country that no government could take away ever again in our country.

*(Standing ovation)*

We also won within two weeks, again – the Court ruled and the Court declared that the right to collective bargaining in Canada is a fundamental right protected by the Constitution as is a right to join a union. It's fundamentally protected by the Constitution.

*(Standing ovation)*

For too long we've got beat up in the courts because we were not coordinated. Every affiliate who felt they had a case to take to the Supreme Court went off on their own, not necessarily realizing we need to have a more comprehensive argument if we're going to go to the courts.

Many of our legal counsel were extremely good people. I think this was about their ego than the interest of the movement. We decided we were no longer going to allow that to happen. We're going to coordinate our efforts before the Supreme Court to ensure our argument is cogent and, more importantly, represents the best interests of our movement.

We've learned about the important facts if you're going to go to the court. The court can be your friend, but it also can be your enemy. I can tell you, since 2015, we've taken five cases to the Supreme Court, and we've won five victories in the Supreme Court on behalf of working people.

*(Applause)*

We also won when one of our affiliates took an issue that said the teachers had a right to bargain the service they provide the kids in the classroom, which is working kids, your kids and my kids, who go to public school.

The government legislature in British Columbia said, "No, you don't have the right to actually bargain that. We're going to take that away."

The Supreme Court says, "They have the bloody right to bargain it and now you're going to have to."

Since then, over a thousand new teachers have been hired in the Province of British Columbia to ensure the working kids get a decent education in that province.

*(Applause)*

Our movement led almost nine years of campaigning across our country to improve our public pension. Why was this important? It was important because the statement we hear far too often, "If you have a pension plan but I don't have one, we should take it away from you." As opposed to say, "Every worker who works in society deserves a decent pension when they retire."

*(Standing ovation)*

And, my friends, we recognize as our movement who had to take on this important responsibility – and let me tell you the stats in my country. Eleven million workers go to work every day just like you and me. They're unfortunate they don't belong to our movement. Just because of that, the only pension they'll ever have is a public pension. We recognize we could do something to change that reality. We took on a campaign to say we will improve our public pension. It took us nine long years campaigning across the country, of course, educating our members as to why this is important because, likely, one day they're kids are going to work in a workplace where they don't have a union. We want to ensure those kids are going to have a better pension when they retire.

Took us nine long years and, of course, in 2016, we finally completed the work we started for nine long years. For the first time for 50 years in our country, our Canada pension will increase by 33 percent starting in 2018.

*(Applause)*

It's a legacy to our movement, the trade union movement.

What we're trying to do is change public opinion, how they look at our movement in Canada. Far too often people think we are selfish, all we want to do is look after ourselves. We're reminding the public what we fight for every day we fight on behalf of every Canadian. We want to them to ensure they can have a decent life and, more importantly, they'll have the same protection we have.

We also got our government to reverse Stephen Harper, who was a former Prime Minister when he was governing our country. He went to Davos, the billionaire club, and declared that we would have to work two more years to get our public pension. There was never an argument as to why we had to do that, simply a unilateral decision. We campaigned to make sure that the 2015 election, that our national government should roll back the age of retirement from 67 to 65. They did that in the first budget they brought down when the government, of course, was elected.

Of course, what would that do? It put $24,000 back in the pockets of working people by reversing the age of retirement from 67 to 65.

*(Applause)*

We also campaigned to ensure the poorest citizens in our country should get a raise. Who are these people? They are the grandparents. They are the parents who have worked hard to build Canada, made it a decent place for working people like me. I know one of those people, my 93-year-old mother. She got a 10-percent raise in her paycheck that she gets from the government. Sitting around the Thanksgiving table one day and she was asking me, she said, "I got $87.75 in my check the other day. Do you know anything about that?" I said, "No, mom, I don't have a clue."

*(Laughter)*

But why is it people like her who work so hard to build a great nation like ours should have to live in poverty, a rich country like ours? But that was the work of our movement, because we recognized those great citizens who made our country a decent place should get a decent pension. They should not have to live in bloody poverty; we can afford to make their lives better.

*(Standing ovation)*

We're reminding society by having a strong labor movement in our country, we can make a difference. We have the reach and the capacity to campaign for these social changes in our country, recognizing fundamentally we're the only ones who can do. I can tell you without any hesitation, full support from our executive to take on this campaign, we spent $20 million of our own money in this campaign. It is the best thing we have done for our image.

One of the journalists wrote an article. He said that the labor movement is at its best in what they've been able to do, because we said during the campaign to improve our public pension if you spend a lifetime working in Canada, you should never have to retire in poverty, regardless of who you might be, whether you're a union member or not in our country.

*(Applause)*

We also took on some important fights. When Stephen Harper was Prime Minister, he copied some of your legislation. There are some good things that you have done here, but you had a piece of legislation I can tell you from where we sit as Canadians, we find it repugnant. Your LM-2 requirement is an infringement on our democratic right as a trade union to manage our bloody organization and to tell our members about our finances.

*(Applause)*

He passed a law – Stephen Harper passed a law that said our finances will now have to be posted on a public website. For every right-wing asshole who hates our movement can use that information to attack our movement. For three years he couldn't get the legislation through the Senate. He finally did pass it. Five-and-a-half years of work, three weeks ago we finally killed that legislation. It will never see the light of day and we never have to deal with it again.

*(Standing ovation)*

What was this really about, my friends? This legislation was not about transparency in union financing, it was about the political work we do on behalf of working people in our country. That's what it was about. They wanted to know where we were spending our money, where we were targeting campaigns.

By the way, the business community didn't have to do it; only we had to do it. We got public support and, of course, a new government came into office and said, "We're going to repeal that legislation."

Three weeks ago we also restored card certification at the national level. If 50 percent plus one of union members want to join a union, they will now be certified automatically in the federal jurisdiction.

*(Cheers and applause)*

For decades we tried to get the national government to ratify ILO Convention 98. Why is this important? It's about our commitment at the international level. ILO Convention 98 is about the right to collective bargaining and the right to organize.

A little bit less than three weeks ago, I went to Geneva with our Minister of Labor so we can table our ratification of Convention '98. It's long overdue.

We banned asbestos in our country. We banned the import of asbestos and the export, because every year 2,000 Canadians die from a related disease to asbestos. Nobody goes to work to die and we should never be exposed to a substance that we know is dangerous to human health. That's what the science tells us.

Why is this important? Because for too long, again, governments sat on their asses and think what does it matter? If 2,000 politicians were dying every year in my country, it would be a crisis.

*(Laughter)*

But when it's working people, it's not a crisis. That was our work. That's what we had to do. We're not going to change the stats overnight, but over time they will come down.

Now, every federal public building that has or contains asbestos, they have to list it on a public website and the workers who work in those facilities have a right to know.

*(Applause)*

My friends, I could go on at length but I'm not going to do that. But a large part of this work that we're doing, of course, is to restore balance and fairness in our country. We, of course, now have some momentum and some winds at our back to continue this effort, but we have to, of course, continue to take responsibility to how we tell our stories.

We started a campaign to refocus the public in how they look at us as trade unionists, because too often when we asked the public in our own research what they thought of us, two things that came to mind: We're always on strike or we're always on protest. We do protest from time to time and once in a while, yes, we do go on strike. But that's not what we do but that's what the media tells them.

We've got to tell a different story. Because what we do every single day, we improve the laws that make working people's lives better in our country. We fight for social justice. We fight to make the society fairer. The public's got to hear more of what we do every single day.

Where does that come from? It comes from all of us, including all of you in this great hall here today.

Your President by himself can't tell the great story of IATSE and the work you do every day to make working people's lives better. You have to tell that story. Start with you telling it to your friends and to your neighbor and at the dinner table. Yes, and sometimes challenge the bullshit and myth we hear from friends and neighbors who think that somehow we're just fat cats.

We've got to retell our story and we've got to take a responsibility. I keep saying we have three-and-a-half million members in the Canadian Labour Congress. If everyone tells the story, just think of how we would be perceived in society.

We can't allow the right-wingers to frame us anymore, we've got to frame our own story, and everyone has a responsibility to do that work.

*(Applause)*

Our work is not done. In the Province of Ontario, they just tabled the most comprehensive legislation we've been fighting for. How do we deal with precarious work?

Men and women, like you and me, who go to work every single day are told by an employer, "You don't work for me, you work for an agency." Because law doesn't define who an employee is and who an employer is in legislation.

Well, enough of that. Finally, the interior government is going to define who an employee is and who the employer is. Yes, why does working people have to work years and years and can't even get basic vacation, yet CEOs get weeks and months of vacation for doing absolutely nothing.

Finally, law is going to change to improve the vacation that working people get in that province. They're going to make it possible they're going so they can get sick time. If you're faced with domestic violence, you'll also be recognized and given time off for that.

*(Applause)*

We're about to launch one of the most important campaigns we are going to launch in our country, of course, to improve our health care system. Most of our workers are covered by a workplace benefit plan where they can get medication they need, but far too many in our country don't have that coverage. We're about to launch a campaign this fall to say that every Canadian who lives in our country should be having and covered by a national pharma care plan by the federal and the provincial government across our country. Because when workers get sick –

*(Applause)*

– when they get sick, they should get the medication they need so they can get better. And it shouldn't mean they have to go bankrupt or make decisions whether they're going to buy groceries or pay the rent. That's not acceptable in our country.

*(Applause)*

I just came back from a conference of our premiers. I lobbied them, of course, to make sure it was on their

agenda, and just yesterday, of course, in the public, of course, statement of their conference, they endorsed a call for a national pharma care program, and they will work with the Canadian Labour Congress to see it happen.

*(Applause)*

Within the next six months or so, we've taken on a major fight for women's equality in our country. Despite progress we have made in women's equality, there's far too many women who work in society in my country who don't get equal pay for equal work. Within the next six months, our national government is going to table the most proactive pay equity legislation we have seen at our national level, to ensure women are treated the same way as men when they go to work and their work will be valued the same way as men.

*(Standing ovation)*

So let me conclude, my friends. I don't want to take too much of your time. It truly is an honor to be here at your convention, and I value your friendship and relationship.

I'm not a perfect leader, I'll be totally honest with you. I'm like most people, I have human frailties and sometimes I will make mistakes. But one thing I do is I take ownership for my mistakes and I own up to my challenges.

Our movement is only strong if we're together, if we're united. When we're weak and divided, employers and government are going to take advantage. They're going to exploit us. They'll give us false promises like your president – I was going to use a word – I better not – to describe him – giving workers false promises, he is going to solve their problem. But if Donald Trump was paying his fair share of taxes and keeping jobs in America, he wouldn't have to make a false promise when he campaigned to be the president of your country.

*(Applause)*

But I think we've got an opportunity. We live in a changing world that's not going to wait for us. As union leaders and activists, we have to get ahead of it. If employers and others can use this device to talk to us every single day and sell us their shit, we can use this device to talk to our members and make them more connected to the work we do on of this behalf every single day.

*(Applause)*

We have to get better at what we do. But each one of you in this audience, every one of you this leadership, we've got to get the word out about the good work we do, because enough people are not telling that story here in United States, but also in my own country, in Canada. We've got to find a way to tell our story. We do an incredible good every single day across this country and in Canada. But sometimes, even our own members don't know about it. We have got to find a better way to do that.

We have coined the phrase, "We fight for fairness." If you want to live in a just society we need better fair. Why should somebody go to work and work full-time and, yet, live in poverty every single day?

That's why the Fight for $15 is so important, because it allows working people, no fault of their own, so they can have a decent life and can improve. By the way, increasing the minimum wage to $15 an hour will not bankrupt any employer. Any employer that has to rely on paying your employee less and keeping him in poverty should not be in business in the first place.

*(Standing ovation)*

I'll end with the last thing. We just committed our convention to put four priorities on our agenda for the next three years, one that you are doing at your convention here. Yes, through growth they will be stronger, labor movement. We know that, but that's hard work, because, you know, every time you try to get workers to organize, employers put, of course, all kind of obstacles in the way. We have to fight that much harder. But I know if we put forth effort, we will.

Density growth in Canada will be one of our top priorities. We're also going to take on the issue of climate change. We live in a changing world and we, as union leaders, don't have the luxury of ducking our responsibility. By the way, your grandkids will not allow you to excuse yourself, because if we don't, I don't know what this planet's going to be like. We have to turn this around and we can turn this around. We can take on this issue.

We talked about this at our convention. We don't have divisions, we have unity. There's many things we're going to have to get right, but we know we have to look hard at our voice. If we're not at the table in the discussion, others will be there making the decision. We can't excuse ourselves.

We also recognize, fundamentally, we have to fight for a much fairer Canada. We are going to do that by improving the laws to protect working people, so they

can keep up with the times that we are living in at the same time. It is important.

We're a country that's been built by immigration. Canada is unique in that way. If you look at Canada, it's been truly a remarkable place where different cultures in the city have come together and forged a common bond. It's our strength, it's not our weakness.

Despite what your president may say, I'm not your enemy. I'm your friend, I'm your brother.

*(Applause)*

And sometimes when this rhetoric gets raised and it becomes too loud, we have to challenge it. Because the trade unionists, that's what we have done our entire lives. We didn't get this far, by the way, because we concede to right-wing zealots; we always challenge them, because we know we can build a better future and a brighter future for working people.

Thank you so much for having me at your convention. I wish you all the best.

*(Standing ovation)*

PRESIDENT LOEB: Thank you Hassan, for all you do on behalf of working people.

We'll now hear the report of the Special Committee.

## REPORT OF THE SPECIAL COMMITTEE

COMMITTEE CO-CHAIRPERSON CAHILL: The Special Committee convened in the Diplomat Ballroom 1 of the Diplomat Resort Hotel, Hollywood, Florida, on July 18th, 2017, at 7:00 p.m., to consider issues referred to it from the President's Report.

The committee was chaired by Vice President Corinthia Faye Harper and Retired Vice Presidents J. Walter Cahill and John T. "Jack" Beckman. Emily Tao of Local ACT served as Secretary, and Daniel M. Mahoney of Local 52 served as Sergeant-at-Arms. There are 73 appointed delegates to the committee, and 63 delegates were in attendance.

*...Committee Co-Chairperson Cahill read the following:*

### New IATSE West Coast Office

After a brief discussion, the committee voted unanimously to take up the issue of the new IATSE West Coast office from the President's Report. The International has outgrown the present location of the West Coast office on Riverside Drive on Toluca Lake. That building was the first real property purchased by the International and its value has increased significantly.

Since the acquisition of the West Coast office, the Alliance has bought property in Toronto and in New York.

In May of this year, the IATSE Realty Corp. completed the purchase of a 23,500 square-foot office building in Burbank, California, that will become the new home of the IATSE West Coast office in 2018. The three-story building, located at 2210 West Olive Avenue, includes 76 parking spaces.

There are currently three tenants in the building, two of whom will vacate either by the end of this year or early in 2018. Once the tenants have vacated and renovations have been completed, the IATSE will move into its new space. In the meantime, the leases with the three tenants will ensure that the building turns a profit.

The new West Coast office will be centrally and conveniently located within the IATSE community in Los Angeles. The officers and staff working in the West Coast office look forward to welcoming visitors to their new location.

The theme of this 68th Quadrennial Convention, Growth Equals Strength, is reflected in the International's ability to service the membership with permanent offices in New York, Los Angeles, and Toronto. These structures also enable the International to shore up its financial stability through solid real property investments, which are fiduciarily responsible.

COMMITTEE CO-CHAIRPERSON CAHILL: The committee expressed its appreciation to both President Loeb and General Secretary-Treasurer Wood, who have prudently managed the assets of this Alliance so that the needs of the members will continue to be addressed for years to come.

The committee voted unanimously to recommend to the delegates that they endorse the purchase of the West Coast office; and I so move you, Mr. President.

PRESIDENT LOEB: Thank you.

Is there a second?

Microphone 3.

DELEGATE ROBERT E. WARNER, Local 729: Robert Warner, Local 729, Los Angeles, California – Hollywood, California. I second the motion.

PRESIDENT LOEB: Thank you.

It's moved and seconded to adopt the report of the Special Committee and the issue of the new building. Is there any discussion?

Those in favor of adopting the committee recommendation, say aye.

Opposed, say no.

The recommendation is adopted.

Go ahead.

*...Committee Co-Chairperson Cahill read the following:*

## IATSE Website and Bulletin

The committee took up the section of the President's Report regarding the IATSE Communications Department, specifically, the print, electronic, and social media platforms.

As was reported to the 67th convention, the newly revamped website was launched in June 2012 with a more modern and streamlined look. Since then, the International's communications have garnered awards for excellence. Notably, the website has been singled out for recognition, receiving the International Labor Communication Association, ILCA, top prize for Internet award's best use of social media in connection with the International's Save the Met Opera campaign.

The *Bulletin* has also outpaced its competition and, in 2014, ILCA awarded it first prize for general excellence for all International and local unions.

The International's brand has always been marked by talented, skilled, dedicated members. Now its media symbols also reflect that excellence.

COMMITTEE CO-CHAIRPERSON CAHILL: The committee expressed its gratitude to President Loeb, General Secretary-Treasurer Wood, Communications Director Emily Tao, the *Bulletin* editor Mary Ann Kelly, and Communications Coordinator Molly Katchpole for their efforts regarding the International print and social media.

The committee voted unanimously to recommend that the delegates approve and endorse the work done regarding all of the International communications platform; and I so move you, Mr. President.

PRESIDENT LOEB: Take a second.

Microphone 7.

DELEGATE JON HENDRY, Local 480: Mr. President, Jon Hendry, Local 480, New Mexico. I second the motion.

PRESIDENT LOEB: Thank you. Anyone on the question?

There being no discussion, all those in favor of adopting the recommendation of the committee, say aye.

Those opposed, say no.

The recommendation's adopted.

*...Committee Co-Chairperson Cahill read the following:*

## IATSE Young Workers Committee

When it last convened in July 2013, the delegates commended the Young Workers Committee, noting at the time that the IYWC was not yet two years old, but it already held a conference and had engaged and activated young IA members.

Since its inception in 2012, the Young Workers Committee has continued to expand its sphere of influence. In 2014 and 2016, the committee held extremely successful Young Worker conferences that have led to multiple IATSE young members promoting activism by way of community, local unions, workplaces, or politically.

In addition, the YWC has been actively maintaining relationships with the AFL-CIO Young Workers Advisory Council, the Broadcasting Entertainment Cinematographer and Technicians Union, commonly known as BECTU, which is the United Kingdom's media and entertainment trade union, and the Union Network International Global Young Workers Movement. The committee noted that representatives from BECTU and UNI are in attendance at this convention.

COMMITTEE CO-CHAIRPERSON CAHILL: The committee voted unanimously to enthusiastically support the IYWC and encourages the delegates to do the same. I so move you, Mr. President.

PRESIDENT LOEB: Microphone No. 3.

DELEGATE RHIANNON RODRIGUEZ BETTS, Local 28: Mr. President, Rhiannon Rodriguez Betts, Local 28. I second the motion.

PRESIDENT LOEB: Thank you.

Is there any discussion?

Microphone No. 2.

DELEGATE ALAN M. ROWE, Local 728: Mr. President, Alan Rowe, President, Local 728. With the rise of social media and ongoing technical evolution, Young Workers Committees such as ours are essential to our labor movement. Social changes in the information age are quickly making the paradigms of today irrelevant, and we need to engage Young Workers to help us navigate the changing world and ensure that unions remain relevant, important, and necessary in order to protect the interests of working people far into the future. And I thank you for making Young Workers Committees in the IATSE a priority.

PRESIDENT LOEB: Thank you.

Microphone No. 7.

DELEGATE DANA GAUDET, Local 891: Thank you, Mr. President. Dana Gaudet, Local 891.

I just want to thank the International Young Workers Committee for their conferences. They have done incredible things for our membership. I know two of our members who have attended, have consistently been involved, not only in regular membership activities, but they have taken leadership roles.

Tanisha Robinson is an exceptional member. She has taken on a role of leadership in her department. She is the Co-Chair, one of three, and she has been an incredible resource for our Local, and the Young Workers Committee Conference in Atlanta empowered her to do that. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Anyone else on the question?

You've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

## IATSE Women's Committee

COMMITTEE CO-CHAIRPERSON CAHILL: IATSE Women's Committee. Since the delegates last convened in 2013, President Loeb established the IATSE Women's Committee on June 4th, 2016, and appointed Local 700 Executive Director Cathy Repola to chair the committee.

Since its formation, the IWC has grown in membership, influence, and activism. It is an integral part of the semiannual General Executive Board meetings as well as every district meeting. The IWC has continued a tradition started when women who attended GEB meetings gathered informally for semiannual dinners to network, socialize, and share ideas. These dinners are now an official part of the IWC programming and are underwritten by the International, thanks to the generous support of President Loeb and the General Executive Board.

Although it is just getting started, the IWC has supported charitable organizations, including Spread the Word, focusing on women's heart health; Rosie's Girls, a program of the Rosie the Riveter Trust, whose mission is to build self-esteem, leadership, and physical confidence through trades and nontraditional activities; and the Metro Centers for Community Advocacy New Orleans, which serves women and children who are victims of domestic abuse and sex trafficking.

It is noted that the IWC further strengthens the International and its impact on labor in government, politics and in charitable nonprofit organizations.

After many supportive speakers, the committee voted unanimously to wholeheartedly endorse the IWC; and I so move you, Mr. President.

PRESIDENT LOEB: Microphone 7.

DELEGATE KELLY MOON, Local 891: Thank you, Mr. President. Kelly Moon, Local 891. I wholeheartedly second the motion.

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE EILEEN MCDONALD, Local One: Mr. President, Eileen McDonald, Local One, New York City, Stagehands.

As Trustee of Local One and the Co-Chair of the Local and Sisters Committee, I wholeheartedly support the International Women's Committee. I applaud the sisters in predominantly female crafts who were the first IATSE sisters. I applaud the sisters in the

nontraditional jobs, and I applaud those in leadership. As Lilly Ledbetter said to me at the White House Council for Women and Girls, "There are no traditional or nontraditional jobs, Eileen. There are just jobs."

And we have the best jobs in the world.

*(Applause)*

Since its creation, the IWC has promoted advancement of women in our union and created comradery in our ranks. Anything that promotes solidarity is a good thing. The International Women's Committee is a very good thing. I ask my fellow delegates to continue to support the ongoing efforts. And thank you, President Loeb, for having the vision.

*(Applause)*

PRESIDENT LOEB: Thank you.

Is there any other discussion?

There being none, you've heard the recommendation of the committee. All those in favor, say aye.

Opposed, say no.

The recommendation is adopted.

COMMITTEE CO-CHAIRPERSON CAHILL: That concludes the report of the Special Committee, Mr. President.

PRESIDENT LOEB: Thank you. And my thanks to the committee for their work.

*(Applause)*

We're now going to continue with the report of the General Executive Board meetings. Buckle up.

*(Laughter)*

Folks, please be brief and concise. We have a lot left to get through and business to conduct. So just make sure you take note of that. Thank you.

## REPORT OF THE GENERAL EXECUTIVE BOARD (Resumed) Book 2

PRESIDENT LOEB: We're now starting where we left off in Book 2, page 117. The "Retirement of International Vice Presidents J. Walter Cahill and John "Jack" T. Beckman, Jr."

## RETIREMENTS OF INTERNATIONAL VICE PRESIDENTS J. WALTER CAHILL AND JOHN "JACK" T. BECKMAN, JR.

On the last day of the open session of the General Executive Board, International Vice Presidents J. Walter Cahill and John "Jack" T. Beckman, Jr. announced in heartfelt, affecting remarks their retirements from the Board.

Vice President Cahill recounted that his career as a stagehand and election to International office was highly improbable. He spoke poignantly about an injury he sustained on a battlefield in Vietnam in 1969, caused by a booby trap (an improvised explosive device), which killed the soldier next to him and caused shrapnel to hit him in his neck and left eye rendering him blind in that eye. He spent six months is hospitals in Vietnam, Japan and Walter Reed in Washington, D.C. In the summer of 1971, Vice President Cahill received a call from a family friend that changed the trajectory of his life. That call put him to work at Wolf Trap National Park for the Performing Arts. Over the next twenty-five years, he went on to work at Ford's Theatre, the Kennedy Center and most other venues in the D.C. area. He was elected as a Vice President of Local 22 in 1986. For the next eighteen years, he stayed in office serving as a Vice President as well as Business Agent and President.

In 2000, he was elected to the General Executive Board. As an International Vice President, he has assisted Locals in collective bargaining, contract administration, and internal union governance. Recently, he has been extremely involved in political affairs on behalf of the IATSE, including the IATSE Political Action Committee (IATSE-PAC). Vice President Cahill expressed his sincere appreciation to "those in the back of the room"; the representatives and attorneys on the "sidewalls", Retired Assistant to the President Deborah A. Reid, International Vice Presidents, General Secretary-Treasurer Wood, and most importantly, President Loeb, for their unwavering support over the course of his career.

President Loeb remarked that Vice President Cahill is a personal friend. He noted few people have as much dignity and respect as does Vice President Cahill, recounting that "Walter has stood beside and behind [him]." He described Vice President Cahill as one of the most able people he knows who has brought true honor, real credibility and professionalism to the International. President Loeb thanked Vice President Cahill for his service to the United States and to the IATSE. He appointed Retired Vice President Cahill to the position of IATSE Political and Legislative Director.

Similarly, Vice President Beckman also served his country in Vietnam, working as a combat medic in a field hospital. In earnest remarks, Vice President Beckman spoke of his election as Business Manager in Local 6, a position he held for 32½ years. He also described his work on behalf of all members of the International, specifically those in the Southwestern and Midwestern states. Locals in those states speak respectfully of Vice President Beckman's influence, frequently describing him as a maverick; a no-nonsense negotiator who completes every task to which he is assigned; the consummate closer, leaving nothing undone or incomplete.

He extended warm appreciation to President Loeb, General Secretary-Treasurer Wood, his fellow Board members and General Counsel Samantha Dulaney for their staunch support.

President Loeb observed that Vice President Beckman's loyalty to his family, country, and the IATSE is without question. He noted that there is no one in the Alliance with more "street credibility" than Vice President Beckman, who never backed away from a fight. He described Vice President Beckman as the consummate closer, "knocking every assignment out of the park." President Loeb advised that he intends to appoint Retired Vice President Beckman to assignments within District 6 as well as to other tasks.

After their separate remarks, Retired Vice Presidents Cahill and Beckman received enthusiastic, rousing, standing ovations from everyone in attendance.

Microphone No. 7.

DELEGATE MICHAEL BECKMAN, Local 6: Mr. President, Michael Beckman, President of Local 6, St. Louis.

I want to thank my father, Jack Beckman, for building Local 6 to what it is today. Without his dedication to the Local, myself and hundreds of others would not be where we are today. I hope one day I'm as well respected as he is among the brothers and sisters of the IA.

I'm so proud to call him my union brother, and even more proud to call him my father. Thank you.

*(Standing ovation).*

PRESIDENT LOEB: Microphone 7.

DELEGATE DOUGLAS ACTON, Local 480: Mr. President, Douglas Acton, President 480, New Mexico. More importantly, District 5 Secretary-Treasurer.

I want to thank you personally for when Jack, as we all know him retired, you gave him and us in District 5 the opportunity to have him for a couple more years. So, thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thank you. Microphone 3.

DELEGATE IRVING C. CLAY, III, Local 22: Mr. President, Chuck Clay, Local 22, Washington, D.C.

I rise to salute a titan of trade unionism: John Walter Cahill. Walter Cahill, my Local 22 brother, who served our country in Vietnam where he received a purple heart for his wounds in battle, and Walter never forgot his veteran brothers.

Walter served Local 22 as a skilled Stagehand, a union Trustee, Second Vice President, Business Agent, and President. And continues to serve Local 22 as a Trustee for the Local 22's Pension and Welfare Fund.

Walter has served the IA as a trustee, an International Rep, and an International Second Vice President, and now serves the International Alliance and all of us as Director of Political Affairs.

From my experience, I know that I can call Walter and call on Walter for his sage advice and dedicated activism, including pit bull-type stances on strong union positions and principles.

Walter is a fighter, a friend, a mentor, and my brother. To this extraordinary trade unionist, I offer my sincere and deep gratitude for his unwavering service to trade unionism and this august Alliance.

Walter Cahill, I salute, I salute, I salute.

*(Standing ovation).*

PRESIDENT LOEB: Microphone 7.

DELEGATE DAVID DENMAN, Local 229: Mr. President, David Denman, Local 229, Fort Collins, great state of Colorado.

Thank you very much. I just want to stay I'm kind of a short-time member, maybe 12 years. I'm the Business Agent, and I'm so proud to know Jack Beckman. He has guided me in ways that I would have never understood. Thank you for sending him to us in District 5.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Election of International Vice President Corinthia Faye Harper and Colleen Glynn" (Gavel)

## ELECTION OF INTERNATIONAL VICE PRESIDENTS CORINTHIA FAYE HARPER AND COLLEEN GLYNN

President Loeb announced that the General Executive Board had met in Executive Session and unanimously elected International Trustee Corinthia Faye Harper and Local 11 Business Agent Colleen Glynn to fill the vacancies created by the retirements of International Vice Presidents J. Walter Cahill and John "Jack" T. Beckman, Jr., respectively.

Vice President Harper is the first person of color elected to the IATSE General Executive Board. A native of Atlanta, Georgia Vice President Harper has been a member of the IATSE for twenty-four years. She is the Business Agent of Exhibition Employees Local 834 in Atlanta, a position she has held since 1993. She was elected International Trustee in 2000. She was recently named Labor Leader of the Year in 2015 by the Georgia State AFL-CIO.

Vice President Harper noted that her election took place on the eve of what would have been the 87th birthday of Dr. Martin Luther King, Jr. and remarked that her focus will continue to be on providing the best representation to the working men and women of the IATSE.

Vice President Glynn is a second generation stagehand. In 2012, she became the first woman in Local 11's history to be elected Business Manager, a post to which she was recently re-elected. She is a graduate of the University of Massachusetts. Vice President Glynn currently serves as Vice President of the Massachusetts AFL-CIO and on the Executive Board of the Greater Boston Labor Council. She is also a member of Theatrical Wardrobe Union Local 775 under which contract she worked her first IATSE show in 1993.

Vice President Glynn worked in both stage and wardrobe and knows firsthand the evolution of the IATSE and its Locals. In the 4th Quarter 2015 issue of the Official Bulletin she states "the most obvious change is the acceptance of woman workers in all of the backstage departments." There is a "100 percent open door policy and [Local 11] welcomes all stagehands at all skill levels."

These elections mark the first time two women have simultaneously served on the General Executive Board.

PRESIDENT LOEB: Microphone 6.

DELEGATE DAVID AKINS, Local B129: Mr. President, Dave Akins, Local B192, Hollywood, California. I wanted to say this for also Faye Harper and Colleen Glynn and as well as Carlos Cota.

Faye Harper, Colleen Glynn. I am so glad that you both have recognized the need to get involved. Like so many through history who stood for change and support, both of you are setting the way for a young women and letting people know that such leadership can be obtained.

I thank you both and congratulate you for your continuous commitment to the IA.

Carlos Cota. When I first met this man in San Diego, he was very quiet. But after observing him, I quickly realized that Carlos knew a lot more than he was leading me to believe. Carlos, you're a great listener. From the first day I met you, three years ago, you've been an educator, a brother who still listens and keeps his door open to help all.

I am glad that I got your union card, and I thank you for accepting and continuing to be an International Trustee. Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Election of International Trustee Carlos Cota" (Gavel)

## ELECTION OF INTERNATIONAL TRUSTEE CARLOS COTA

The election of Corinthia Faye Harper to the General Executive Board left vacant her position as International Trustee. The General Executive Board unanimously elected Carlos Cota to fill that vacancy. Trustee Cota currently serves as Business Agent for Local 122, a position he has held since 2006. Prior to

that, he served on Local 122's Executive Board for seven years. In 2015, Trustee Cota was honored by the San Diego & Imperial Counties Central Labor Council, AFL-CIO and named "Labor Leader of the Year" for the considerable successful effort waged by Local 122 to save the San Diego Opera. In his acceptance speech before the Labor Council's Annual Awards Banquet, Trustee Cota stated that preserving the opera benefited not only the workers whose careers were retained but also the culture and economic opportunities produced by this important art form for patrons, business community, and the City of San Diego for generations to come.

He also serves on the Executive Board Member for the IATSE District 2; Executive Board Member for the San Diego and Imperial Counties Labor Council, AFL-CIO; Advisory Board Member for the College, Career, & Technical Education program for the San Diego Unified School District and also a Board Member of the California Ballet Co.

"Adjournment" (Gavel)

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on Friday, January 15, 2016.

"Report of the IATSE Defense Committee, The Diplomat Resort, Hollywood, Florida, January 12th, 2016"

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**THE DIPLOMAT RESORT,**
**HOLLYWOOD, FL**
**JANUARY 12, 2016**

Since the last meeting of the Defense Fund Committee in Halifax, NS on July 28, 2015 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 8, Philadelphia, PA, Camden-Mercer County, NJ -Live Nation/Theatre for the Performing Arts Petition/ Recertification 2014 (Tower) – Legal.....12,251.15

Local No. 13, Minneapolis-St. Cloud-Little Falls-Brainerd - St. John's University-College of St. Benedict-St. Paul, MN, Varsity Theater Organizing / Vikings Stadium – Legal.....24,712.50

Local No. 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham Anacortes-Mt. Vemon-Sedro Wooley-Port Angeles-Burlington-Concrete Stanwood-Marysville-Longview, WA, Rhino, NW, LLC and PSAV Organizing – Legal .....7,397.80

Local No. 28, Portland-Salem, OR, Convention Center AV Petition - Legal.....14,954.50

Local No. 56, Montreal, QC, Theatre du Vieux Terrebonne/Theatre Pauline-Julien – Legal .....5,013.32

Local No. 105, London-St. Thomas-Samia, ON, Freeman Audio Visual – Legal .....4,605.37

Local No. 118, Vancouver, BC, Cirque du Soleil – Legal .....11,636.31

Local No. 122; San Diego, CA, La Jolla Playhouse – Legal .....4,272.88

Local No. 125, Lake Porter and La Porte Counties-Ft. Wayne-Lafayette Frankfurt-Crawfordsville, IN, Horseshoe Casino RC Petition – Legal.....7.976.71

Local No. 210, Edmonton, AB, Bailey Theatre Society Certification – Legal.....18.635.40

Local No. 212, Calgary, AB, Redemption Forsaken – Legal.....10,708.95

Local No. 262, Montreal, QC, Cineplex Entertainment/Odyscene – Legal.....39,859.42

Local No. 320, Savannah, GA, Lucas Theater – Legal .....20,020.25

Local No. 461, St. Catherines-Welland-Niagara Falls, ON, Brock University and the City of St. Catherines – Legal.....1,582.00

Local No. 500, South Florida, Kravis Center – Legal .....610.50

Local No. 523, Quebec, QC, Center Videotron/Quebecor – Legal.....8,746.73

Local No. 695, Hollywood, CA, TRO – Legal.....17,409.07

Local No. 917, Atlantic City, NJ, Re: Operating Engineers & Atlantic City Casinos – Legal .....7,506.03

**SUB TOTAL:.....$217,898.89**

INTERNATIONAL

IATSE - Crew One/Live Nation, Crew One Campaign – Legal .....21,768.80

IATSE - Basic Agreement – Legal.....61,733.92

IATSE - AQTIS - Jurisdictional Dispute – Legal .....18,663.63

IATSE - Organizing Research – Legal .....13,763.93

IATSE - Organizing Drive/Pacers – Legal ..6,603.03

IATSE - Black Walnut, Golf Channel, Nu Image, Inc. – Legal.....109,874.64

IATSE- Oregon Shakespeare Festival – Legal .....23,398.10

**SUB TOTAL:.....$255,806.05**

LOBBYING AND CONSULTING

Thorsen French Advocacy.....40,000.00

**SUB TOTAL:.....$40,000.00**

EDUCATION

LEAP Reimbursements to Locals/Officers20,656.56

Misc. Training/InfoComm/Instructors .....84,467.61

**SUB TOTAL:.....$105,124.17**

**GRAND TOTAL: .....$618,829.11**

Respectfully Submitted,

s/Matthew D. Loeb

s/J. Walter Cahill

s/Anthony DePaulo

s/Daniel Di Tolla

s/John M. Lewis

PRESIDENT LOEB: Mike 3.

DELEGATE ROSE ETTA VENETUCCI, Local 28: Mr. President, Rose Etta Venetucci, Local 28. We thank you for the Defense Funds in support of organizing the Oregon Convention Center AV unit. We would not be where we are today on this campaign without the assistance of the IA.

On behalf of the 24 members of the unit, we thank you because now they have fair wages, just cause, and fair representation. I'd like to report that the entire unit has accepted membership in Local 28.

I also would like to thank Vice President Gearns and Representatives Sanders and Cook for all their continued help. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Report of the General Executive Board Meeting held at the Westin St. Francis, San Francisco, CA, July 18 - 22, 2016"

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE WESTIN ST. FRANCIS**
**SAN FRANCISCO, CALIFORNIA**
**JULY 18 – 22, 2016**

"Call to Order" (Gavel)

## CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, July 18, 2016 in the Grand Ballroom of the Westin St. Francis, San Francisco, California.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD,
General Secretary-Treasurer
MICHAEL BARNES, First Vice President
THOM DAVIS, Second Vice President
ANTHONY DEPAULO, Third Vice President and
Co-Director of Stagecraft
DAMIAN PETTI, Fourth Vice President

MICHAEL F. MILLER, JR., Fifth Vice President and Director of Motion Picture and Television Production

DANIEL E. DI TOLLA, Sixth Vice President and Co-Director of Stagecraft

JOHN R. FORD, Seventh Vice President

JOHN M. LEWIS, Eighth Vice President and Director of Canadian Affairs

CRAIG P. CARLSON, Ninth Vice President

WILLIAM E. GEARNS, JR., Tenth Vice President and Director of Tradeshow and Display Work

PHIL LOCICERO, Eleventh Vice President

C. FAYE HARPER, Twelfth Vice President

COLLEEN GLYNN, Thirteenth Vice President

In addition to the members of the Board, those present included: International Vice President Emeritus Edward C. Powell, Retired International Vice President John T. "Jack" Beckman; International Trustees Carlos Cota, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistant to the President Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Political Director J. Walter Cahill, Assistant Political Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, John Culleeny, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Joseph Short, Lyle Trachtenberg, Jason Vergnano and Joel Youngerman; Staff members Leslie Rosales, Asha Nandlal, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly and James Rainey, Jr.

Guests of the IATSE at this meeting included Assistant General Secretary of BECTU Luke Crawley and Alec French of Thorsen French Advocacy.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin Cty-Santa Rosa-Lake Mendocino-Sonoma-Napa Cty-San Mateo Cty-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 107, Alameda Cty-Oakland-Berkley-Contra Costa Cty-Solano Cty-Richmond, CA; 110, Chicago, IL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 158, Fresno, CA; 161, States of New York/New Jersey/Connecticut; 210, Edmonton, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 793, Pacific Northwest; 798, New York, NY; 800, Los Angeles, CA; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 923, Anaheim, CA; USA829, United States; ATPAM, New York, NY; B18, San Francisco, CA; B20, Portland, OR; B173, Toronto-Hamilton, ON and B192, Hollywood, CA.

"Host Locals"

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals Local 119, 166, 600, 700, 706, 784, 800, USA829 and B18 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to San Francisco, California. On behalf of the Host Locals, Steve Lutge, Business Agent of Local 16, thanked the General Executive Board for the opportunity to host this meeting, since there has not been a Board Meeting in the city since 1992. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

PRESIDENT LOEB: Microphone 2.

DELEGATE STEVE LUTGE, Local 16: Mr. President, Steve Lutge, Local 16, San Francisco. I would like to thank you, General Secretary-Treasurer Wood, and the Executive Board for selecting the 2016 Midsummer General Executive Board meeting to be held in San Francisco. It was a true honor to showcase our fine city to all our brothers and sisters.

Also, on behalf of the members of Local 16, I want to thank you, President Loeb, for attending and speaking at the Local 16 PAC dinner that was held for our members, which took place that week of the GEB. We raised over $3,000 that night for the IATSE PAC Fund. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"General Secretary-Treasurer Emeritus Michael W. Proscia" (Gavel)

## GENERAL SECRETARY-TREASURER EMERITUS MICHAEL W. PROSCIA

At the onset of the meeting, President Loeb noted the passing of General Secretary-Treasurer Emeritus Michael W. Proscia and asked all attendees to stand in a moment of silence. Brother Proscia passed away on February 21, 2016.

"Introductions" (Gavel)

## INTRODUCTIONS

President Loeb introduced the following new members of the Official Family:

*Jim Brett, International Representative*

Jim joined the I.A.T.S.E. in 1982. He is a member of both Local 357 and Local 58, where he has served as President since November 2009. Jim has toured extensively as Production Electrician and Head Electrician with the Stratford Festival, Livent, Mirvish Productions, and the Canadian Stage Company. Jim is based in the IATSE Canadian Office in Toronto.

*Erika Dinkel-Smith, Assistant Political Director and Legislative Affairs*

Erika has worked for AFSCME in Wisconsin since 2009 serving as a Staff Representative responsible for strategizing, developing and organizing political campaigns for local and statewide political leaders. She has demonstrated knowledge of contract negotiations, labor policy, and labor and employment law.

Erika Dinkel-Smith's appointment was effective April 18, 2016 and she is based in Washington, D.C.

"General Executive Board Meeting Minutes, Midwinter Meeting, January 11 - 15, 2016, Hollywood, Florida" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES

**Mid-Winter Meeting – January 11-15, 2016 – Hollywood, Florida**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Hollywood, Florida, the week of January 11-15, 2016.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

"Report of the General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on the Financial Status of the IATSE.

*Audited Financial Statements*

During the past several months, auditors from the accounting firm of Schultheis & Panettieri have been in the General Office working with the Finance Department to prepare the annual financial statements. As with past practice, these will be published in the Third Quarter 2016 issue of the Official Bulletin.

During the fiscal year ending April 30, 2016, the change in net assets from operations in the General Fund was an increase of $1,965,727. The change in net assets in the Defense Fund was an increase of $226,944. The change in net assets in the Convention Transportation and Per Diem Fund was an increase of $965,226. The year-end total net assets of the International stand at $46,767,253 million. This number only includes the depreciated values of the International's real estate holdings rather than the market values which would be substantially higher.

The Form LM-2 has been completed and will be filed prior to the deadline of July 30, 2016 (90 days from fiscal year end). This year's LM-2 is 310 pages which is why the DOL requires it to be filed electronically.

LM-2s are due 90 days after year end, not three months, and a number of times the Locals file a day late, but from the DOL perspective that day late is the same as a year late. It is important that our local unions file their reports on time.

These reports are a Bush Administration "gift" to all unions. They cost a significant amount of money to prepare, and President Loeb, General Secretary-Treasurer Wood and IA staff must spend hours poring over this draft report, before it can be filed. The IA's Canadian brothers and sisters were politically active and avoided this when Bill C-377 was not implemented by the newly elected Liberal government. President Obama stopped proposed changes from the Bush Administration to make reporting even more onerous, but these sit on the shelf waiting if the upcoming election goes the wrong way.

*68th Quadrennial Convention*

A reminder that the next International Convention will take place one year from now at The Diplomat Hotel in Hollywood, Florida. The mid-summer meeting of the General Executive Board will precede the convention and take place from July 10 – 14, 2017 and the Convention itself will take place from July 17 – 21, 2017. The District meetings will occur during the weekend between the conclusion of the Board meeting and the start of the convention. The room rate will be $199.00 per night single/double occupancy. Preparations are starting to be made in the General Office and those preparations will continue to increase through the remainder of 2016 and early 2017. Many local unions will be holding elections later this year for delegates to the Convention and if there are any questions in regard to the number of delegates allowed for a local union they should contact the General Office.

*Information Technology*

Since the conclusion of the winter General Executive Board meeting, work has continued on the Online Organizing tool. This functionality has now been completed and is ready to deploy. A campaign can be quickly and easily created online by an Organizer in the field and then a link can be sent to any potential supporters of a campaign. That link will lead to an electronic organizing card which is optimized for cell phones, tablets or computers and that card can then be electronically completed and submitted. The entire campaign can be administered and monitored remotely through the use of our database.

Development and testing has been ongoing for the Member Events and Actions module that was requested by the various Department Directors. This module will allow for a single location within our database to track participation of members in training, strike actions and organizing activities.

The General Office is being upgraded to a fiber optic Internet line which will allow for a much more reliable connection as well as increased bandwidth which will allow for video conferencing and other functions performed within the office to run more efficiently.

The antivirus program used in all three offices has been upgraded to provide better security protection especially when it comes to internet use. Research is also taking place in conjunction with the National Benefit Funds into companies that can monitor our network and file structure for any irregularities to help fight any potential malicious attacks on our network.

*In other Finance Department News,*

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During fiscal year ending April 30, 2016, royalty payments totaling $180,903 were received.

2. There are now 251 of the International's 371 local unions using the online system for completing and submitting Quarterly Reports and these local unions represent 95% of the total membership of the Alliance.

3. A recent campaign was initiated to encourage members to receive the Official Bulletin in electronic format and resulted in almost 5,000 additional recipients. There are now almost 19,000 members that receive the Bulletin electronically. This will result in savings in postage and printing costs of over $75,000 per year.

4. The total membership of the Alliance continues to grow and has now reached 128,208, which is an increase of over 2,367 members since the winter General Executive Board meeting in Hollywood, FL.

5. The International continues to charge fees for consultation responses for INS Visas. During fiscal year ending April 30, 2015, almost $995,000 in fees were collected and as per prior General Executive Board action, all of that revenue is deposited in the Building Fund.

At the conclusion of his report, General Secretary-Treasurer Wood discussed the anticipated need for future expenses to either update or relocate the West Coast Office. Although due diligence is still being performed in terms of the appropriate course of action, it is clear that a long anticipated real estate expense will be incurred in the not too distant future. The reason that the Building Fund was created was exactly for such purposes and to ensure that such expenses could be fully funded by segregated assets.

In light of the earlier reported strong financial condition of the International, General Secretary-Treasurer Wood made a motion to transfer $500,000 from the General Fund to the Building Fund. The motion was passed unanimously by the General Executive Board.

President Loeb commented that the current LM reporting requirements are a gift that keeps on giving: each report requires hours and hours of work for accountants, himself, and General Secretary-Treasurer Wood. This issue has an attachment to political activities, as they have seen an attempt to initiate similar reports in Canada, but through political activity, labor has been able to avoid it; most of it is really unnecessary work. President Loeb stated that this would be the time, with an upcoming election, to address this problem; it was a gift from President Bush and the opponents of organized labor plan to bog down unions with onerous reporting requirements.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees Thomas Cleary, Carlos Cota and Patricia White presented the Report of the Board of Trustees for the period of October 1, 2015 through April 30, 2016 to the General Executive Board. Trustee Cleary reported that the Trustees met in the General Office in New York City on June 14-16, 2016 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order. The Board accepted and approved the report and President Loeb thanked the Trustees for their work.

"Appeal: John Bookholdt, Jr., v. IATSE Local 78, Birmingham, AL" (Gavel)

## APPEAL: JOHN BOOCKHOLDT JR. V. IATSE LOCAL 78, BIRMINGHAM, AL

The General Executive Board considered Brother John Boockholdt's May 4, 2016 appeal of International President Matthew D. Loeb's decision dated April 5, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Boockholdt's appeal and resolved to communicate this decision to Brother Boockholdt in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appeal: Jennine Gaskin v. IATSE Local 411, Toronto, ON" (Gavel)

## APPEAL: JENNINE GASKIN V. IATSE LOCAL 411, TORONTO, ON

The General Executive Board considered Sister Jennine Gaskin's March 12, 2016 appeal of International President Matthew D. Loeb's decision dated February 11, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Sister Gaskin's appeal and resolved to communicate this decision to Sister Gaskin in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appeal: Dawn Pavlonnis v. IATSE Local 488, Pacific Northwest" (Gavel)

**APPEAL:**
**DAWN PAVLONNIS V. IATSE LOCAL 488, PACIFIC NORTHWEST**

The General Executive Board considered Sister Dawn Pavlonnis' March 31, 2016 appeal of International President Matthew D. Loeb's decision dated April 14, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Sister Pavlonnis' appeal and resolved to communicate this decision to Sister Pavlonnis in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appeal: John Bignell v. IATSE Local 873, Toronto, ON" (Gavel)

**APPEAL:**
**JOHN BIGNELL V. IATSE LOCAL 873, TORONTO, ON**

The General Executive Board considered Brother Bignell's March 11, 2016 appeal of International President Matthew D. Loeb's decision dated February 11, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Bignell's appeal and resolved to communicate this decision to Brother Bignell in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appeal: Randy Ford v. IATSE Local 16, San Francisco, CA" (Gavel)

**APPEAL:**
**RANDY FORD V. IATSE LOCAL 16, SAN FRANCISCO, CA**

The General Executive Board considered Brother Randy Ford's June 2, 2016 appeal of International President Matthew D. Loeb's decision dated June 1, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Ford's appeal and resolved to communicate this decision to Brother Ford in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

"Appearance: Tim Paulson, Executive Director, San Francisco Labor Council" (Gavel)

**APPEARANCE:**
**TIM PAULSON, EXECUTIVE DIRECTOR, SAN FRANCISCO LABOR COUNCIL**

International President Matthew D. Loeb introduced the attendees to Tim Paulson, Executive Director of the San Francisco Labor Council: Mr. Paulson joined the Council in December 2004. The Council has 150 unions with over 100,000 members. It works for their social and economic progress and assists member Locals in organizing and bargaining. Before joining the Council, Mr. Paulson worked with the San Mateo Labor Council, and prior to that with Bricklayers Local 3, where his duties included apprenticeship coordinator.

Mr. Paulson thanked President Loeb for a kind introduction. Mr. Paulson joined the Host Locals in welcoming attendees to San Francisco. He noted that San Francisco does not get as many union conventions as Chicago, Florida, and some other cities. But, he observed that San Francisco has a huge labor fabric and history, like New York City, as a union town. He noted that he was journeyman in the Bricklayers Union, which faces, like IATSE, issues of changes in technology and jurisdictional problems resulting from those changes. In response to a question posed by Vice President Thom Davis about the City's new sick leave law, Mr. Paulson explained that originally, San Francisco had a law for 5-6 days leave, but just adopted a stronger one. The City's progressive base allows labor to actually pass and incubate legislation for the rest of the state and nation. The City has the closest thing to universal healthcare among all localities, the highest minimum wage, living wage for public sector workers and a retail labor bill of rights: a company cannot hire more part-timers until it has first offered its existing part-timers additional hours. Mr. Paulson was pleased to note that California's Lieutenant Governor Gavin Newsom was attending this meeting, who as Mayor and Lieutenant Governor has worked with Rebecca Rhine (Local 600), FX Crowley (Local 16), and others in IATSE to pursue labor rights. He urged attendees to enjoy the City.

"Appearance: Luke Crawley, Assistant General Secretary, BECTU" (Gavel)

**APPEARANCE:**
**LUKE CRAWLEY, ASSISTANT GENERAL SECRETARY, BECTU**

Assistant General Secretary of Broadcasting, Entertainment, Cinematograph and Theatre Union (BECTU), Luke Crawley, appeared before the General

Executive Board in San Francisco, California.

Assistant General Secretary Crawley brought greetings and solidarity from BECTU President Jane Perry and the United Kingdom. He went on to speak about the challenges and uncertainty faced by the union movement and entertainment industry arising from Britain's decision to leave the European Union in a recent referendum. He also spoke about BECTU's continued focus on ensuring the health and safety of its members. Assistant General Secretary Crawley concluded his remarks by emphasizing the value BECTU places on its long-standing relationship with IATSE.

International President Matthew D. Loeb thanked Assistant General Secretary Crawley for his appearance. In doing so, President Loeb pledged IATSE's continued commitment to working with BECTU on issues of mutual interest in the future.

"Appearance: Gavin Newsom, Lieutenant Governor of California" (Gavel)

## APPEARANCE: GAVIN NEWSOM, LIEUTENANT GOVERNOR OF CALIFORNIA

California's Lieutenant Governor Gavin Newsom was invited to address the General Executive Board and extended a warm and enthusiastic welcome to President Loeb, General Secretary-Treasurer Wood, the Board and all visitors attending the summer Board meeting. He noted the International's symbiotic relationship with California was begun long ago through California's unique industry, simply known as "Hollywood" and now extends to behind-the-scenes work in all aspects of entertainment throughout the state. He expressed warm appreciation to the IA local unions and members in California for their dedicated and focused efforts in support of tax credits which were instrumental in bringing motion picture production to California.

Turning to the events of the moment, Lt. Governor Newsom strongly encouraged active participation and engagement in the 2016 presidential and congressional elections. He remarked that for those who represent working people there is only one choice for President—Hillary Clinton. He also urged those in attendance to vote—and to urge their members to vote—for congressional and down-ticket candidates who support labor's agenda. He remarked that strong labor unions lead to a strong middle class, which is good for America and are a bulwark against corporate greed, succinctly stating that "we're all better off when we're all better off."

"Appearance: Local 769, Chicago, IL. Re: The United Center"

## APPEARANCE: LOCAL 769, CHICAGO, IL

**Re: The United Center**

Local 769 Business Agent Shirley Berling expressed appreciation to President Loeb and the members of the Board for the opportunity to report on two significant events in Local 769.

The Local recently concluded negotiations with the United Center Arena. The arena has employed members of Local 769 since its opening in 1997. The Business Agent at the time was able to negotiate an excellent agreement, with one of the highest wage and benefit packages of all of the Local's agreements. Unfortunately, the agreement was never signed and was tantamount to a rate card with working conditions. In December of last year, when the current contract was due to expire, Local 769 and the United Center were able to negotiate a successor agreement to their mutual satisfaction which both parties signed.

Sister Berling also reported that in motion picture and television, the Local has been extremely busy over the last few years. Since the Local knew this year was going to be another busy year, it decided to take in new members.

The Local leadership explained to the membership the importance of these jobs being filled by Local 769 members and not by people who did not belong to a union. The membership agreed that the Local should open its ranks to the new members.

Thirty-five people were invited to attend an information meeting; twenty-seven attended. In the end, the Local extended membership to twenty-one Journeymen and fourteen apprentices. Sister Berling was pleased to report that almost all of the new members are or will be employed in the next few months. Increased work has led to more members.

President Loeb commended Sister Berling, the other officers of Local 769 and all the members of the Local for their foresight. He observed that the Local has done great work in bringing in to membership a formerly non-union workforce. By doing so, the Local has not only impacted the lives of those workers for the better but has also strengthened its jurisdiction.

PRESIDENT LOEB: Microphone 7.

DELEGATE SHIRLEY BERLING, Local 769: Mr. President, Shirley Berling, Local 769, Chicago, Illinois.

For almost 20 years, Local 769 worked at The United Center Arena under a rate card. In January of 2016, I was pleased to report to the General Executive Board that we had turned that rate card into a signed collective bargaining agreement. I'd like to thank Vice President Carlson for his guidance throughout those negotiations. I believe his close relationship with the venue helped us to secure that agreement.

The film and television industry in Chicago has continued to grow. To keep up with that growth, we have taken in 24 new members. Adding the 21 members that we had taken in last year, we have 171 Local 769 members.

I'd like to thank Mark Hogan and Brad Matthys for keeping me informed of upcoming projects so that I could have the necessary amount of union crew members available.

And finally, in keeping with the theme of this convention, I'd like to thank the members of Local 769 for realizing that Growth Equals Strength, and welcoming in all of those new members. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Shirley.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Motion Picture and Television Fund, Re: Day at the Races Committee"

**APPEARANCE:**
**MOTION PICTURE AND TELEVISION FUND**
**Re: Day at the Races Committee**

Local 800 Associate Executive Director dooner, Local 706 President Sue Cabral-Ebert, Business Representatives Local 729 Robert Denne, Local 839 Steve Hulett, Local 728 Patric Abaravich, International Representative Steve Kaplan, Local 44 Secretary-Treasurer Anthony Pawluc, Local 695 Business Agent Scott Bernard and Local 700 Western Executive Director Cathy Repola appeared before the General Executive Board to report on developments concerning Motion Picture and Television Fund: Day at the Races Committee.

Associate Executive Director dooner thanked the Board for the opportunity to speak to them about how the Los Angeles Locals have come together to support members through efforts on behalf of an industry charity.

The Motion Picture Television Fund (MPTF) provides a range of services to workers throughout their careers and into retirement.

Founded in 1921 by luminaries like Chaplin, Pickford and Fairbanks, and offering a range of services including crisis support, palliative care, insurance assistance and operating the retirement home, for ninety-five years, MPTF has been living up to its mission to help us take care of our own.

Each year, MPTF serves over 150,000 people, many of whom are IATSE members and their families, with healthcare, social services, and retirement living.

Social Services are a key element that the Fund makes available to workers who fall on hard times. Whether due to injury, unemployment, or a disruptive event like a strike, with a combination of counseling and financial assistance, MPTF has helped many members get back on track – and in some cases save their homes.

To this end, each year, MPTF provides about a million dollars in financial assistance grants across all industry workers. The actual amount rises and falls with employment. In 2014, IATSE members alone received nearly $352,000. In a sign of an improving industry, last year that number was closer to $295,000.

In 2011, MPTF celebrated its 90th anniversary and the "Every Member" campaign was launched in an effort to increase member awareness and contributions. While they were successful in the first part of that goal, coming at a very low point for production in Hollywood, it was a real struggle to raise the kind of funds that were hoped for.

Associate Executive dooner stated that as President of Local 871 at that time, he became aware of members' desire for an increased sense of family and IATSE community. At a Business Agent meeting that summer, he made a suggestion for holding a social event with a tie-in to MPTF fundraising. Having run several functions there for Carnegie Mellon alumni, he suggested a day at Santa Anita Race Track.

And with that the event was born. IATSE-MPTF Day at the Races brought together the Hollywood

Locals for a day of fun and fundraising. A committee was formed and worked together to publicize, sell tickets, and gather a few items to raffle off.

The event was designed to be affordable for the average member. Ticket prices were just $50 and included food.

Getting people together for the day was just as important as raising funds. dooner reported that they knew that once they got them there, they could educate them a bit about the MPTF and there would be more ways they could get them to contribute. And beyond the MPTF focus, it is also a direct contact with members that increases their tie to their Locals and the IATSE family.

They sold 212 tickets that first time and raised just over $11,000. It was a small beginning, but they knew they were on to something. In the second year, the committee focused on increasing attendance, and selling sponsorships to help boost the fundraising. In the years since, the event has continually grown. Last year, with over 550 in attendance, they raised over $130,000. Bringing them to a four year total of more than $265,000. dooner said "This is a direct result of the work of the brothers and sisters to my left and right as well as some who could not be here today."

As one of the four pillars, Activism can mean many things. For the MPTF, the IATSE-MPTF Day at the Races creates a wonderful opportunity for members to get involved without even thinking about it. Their activism was simple, buying a ticket meant supporting fellow workers. It was easy and it was fun.

They tried to keep it that way for the committee too. They have a good time planning and executing the event and get the joy of knowing that together we are raising funds to ensure that members have a place to turn when they are in need.

The success of the event has brought about big changes for their fifth year. They're moving to a new area of the track, shifting from January to October, October 22nd to be exact, and they're putting even more focus on families and a picnic atmosphere.

While the IATSE-MPTF Day at the Races supports a Motion Picture and Television charity, it truly is an event for the entire IA family on the west coast. And regardless of where anyone lives, they can help too. dooner shared, "If you're in the area, come join us. If not, there are many sponsorships available, or you can buy an ad on our "Starting Gate" which is a step and repeat area where our guests enter the event."

This year, is raffling off a trip to the Big Game at the end of the American Football season and will be drawing the winner at the Day at the Races. It is a $17,000 prize package and with only 200 tickets being sold, the odds may be ever in your favor. An information packet was distributed showing the many ways to help and a short promo was shown.

President Loeb praised the work of the organization and the Locals supporting it. He urged attendees to encourage support for Day at the Races.

PRESIDENT LOEB: Microphone 5.

DELEGATE DOONER, Local 800: Mr. President, dooner, Local 800, Art Directors Guild and Chair of the IATSE MPTF Day at the Races Committee.

I rise to again thank you for the International's ongoing support of this event. MPTF is a charity started over 95 years ago that serves as a lifeline for industry workers in Hollywood when they fall on hard times. Each year MPTF provides well in excess of a quarter million dollars' worth of assistance to IATSE members in Southern California.

The Day at the Races and family picnic is one way industry workers give back to ensure they have the funds to continue this support. Working together the Los Angeles Locals, with assistance from you, President Loeb, have put together a low-cost fundraising event for industry members and their family.

I'm pleased to report that following this report in the Executive Board minutes, we've held our event in 2016, and the event grew again with revenues of $147,590. This year's event will be on October 22nd, and we're on our way to another banner year with Locals 44, 600, 700, 800, and 839 returning along with other Locals at various sponsorship levels.

We're also increasing our outreach to vendors and friends in the industry to grow in other areas as well. Yesterday we received word that the Katie McGrath and J.J. Abrams Foundation have donated $2500 in honor of Local 871 President Dawn Gilliam.

You can find more information about the event, purchase tickets and sponsorships, and we hope if you're in the L.A. area on October 22nd, you will join us at IATSEraces.com.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Training Trust Fund"

## APPEARANCE: TRAINING TRUST FUND

Liz Campos, Executive Director of the IATSE Training Trust Fund (TTF), and Fund Trustees Patricia White, Julia Neville, James Varga, Beverly Miller and Murray Campbell reported on new programs at the TTF and provided updates on existing programs.

On June 22, 2016, the TTF reached a significant milestone. On that day in 2011, DADCO and IATSE signed the agreement to create the IATSE Entertainment and Exhibition Industries Training Trust Fund, a Taft Hartley Labor Management Training Trust Fund. The Trust has now been in existence for five years offering and supporting training opportunities for those working under IATSE agreements. The number of employers has increased tremendously over the past five years from just a few to over 1,450. The Trust has a full spectrum of programs designed to reach all crafts and Locals regardless of size and resources. Director Liz Campos has been with the TTF since 2012 and noted that it is quite remarkable to witness what were just dreams in the early days of the Trust become realities.

At the last Board meeting, Executive Director Campos and Director of Education and Training, Patricia White, were preparing to present to the International Foundation of Employee Benefits Plans – Training, Apprenticeship and Education Conference in Palm Springs. They presented on all of the TTF programs and their presentation was well received. They are currently offering ideas for workshops at the January 2017 Training, Apprenticeship and Education Conference.

The UCLA Curriculum project is progressing and twelve of the seventeen safety modules are complete. The Trust reported that the completed modules will be available for use by Locals very soon. Those modules are: Introduction to Basic Entertainment Safety, Biological Hazards, Electrical Safety, Fall Prevention and Protection, Elevated Work Platforms and Aerial Lifts, Ergonomics, Noise Exposure, Confined Spaces/ Small Spaces, Hand and Power Tools, Compressed Gases and Welding and Cutting. Still to be completed are Scaffold Safety, Chemical Protection, Firearm Safety, Rigging Safety and Lockout/Tagout.

Director Campos reminded everyone that this curriculum is designed to be used by all Locals and crafts. Because it is broken out into seventeen different modules, Locals can choose the modules they wish to use. The instructor manuals give a detailed script and it can be taught by instructors of all levels.

Locals will be able to apply for the curriculum with the application for curriculum use; and after a brief orientation on how to use it, a Local can start conducting trainings using the materials.

Also reported was that Locals that have applied to use the OSHA 10/GES and AV TTF curriculum, can now have student materials sent to them for classes taught using the curriculum. Once Locals are approved to use TTF Curriculum, the TTF will send them an order form so that the instructors who go through an orientation can receive student materials, such as workbooks, for scheduled classes. The TTF is completing instructor guides for each of these classes and will send a copy of the instructor guide for each instructor listed on the application for curriculum use.

The TTF is developing a Train-the-Trainer Master class for those people who attended the Train-the-Trainer and have conducted a requisite number of safety and/or skills classes since the first course. Campos remarked that one of the things the TTF hears most from people is that they wish they had more time for feedback from Dr. Mark Johnson, who teaches Train-the-Trainer. They are responding to this feedback and making sure they deliver just that. This session will be an opportunity for skills and safety trainers to workshop a course they are developing/would like to develop. Students will arrive with the course concept and a rough outline and will walk away with a fleshed out course with ample feedback from their peers and Dr. Johnson. This course will be piloted in early 2017.

The original Train-the-Trainer is still very successful and it will soon be more accessible. While there are over 300 people who attended sessions last year and this year, there are many Locals who have not been able to access the Train-the-Trainer due to the expense of sending two to three trainers to the two-day session. Soon, the Train-the-Trainer session will be brought to Locals without the resources to send trainers to the sessions taught by Dr. Johnson. TTF Training Implementation Specialist, Bill McCord, has been working closely with Dr. Johnson over the past year and will be able to conduct this course for clusters of small local unions wanting to develop new trainers. This two-day session will focus on smaller Locals and new trainers.

As a reminder, the Guide to Develop Training Programs is available online or in print format. The

printed format can be requested by emailing info@ iatsetrainingtrust.org

An update on the Online Safety courses for Motion Picture workers was provided. The TTF is getting ready to roll out the online safety classes General Safety also known as the Safety Pass "A" class and Environmental Safety also known as the Safety Pass "A2" class. These classes are for motion pictures workers in areas that perform work under the Area Standards Agreement. Notices will be sent to Locals, workers and employers and there was a notice in the Bulletin about these classes. The TTF website will have a page with all the information people need to sign up for the classes. There will also be flyers available to be downloaded on the website. Locals are able to check and see whom from their Local has taken these classes. The TTF will be working closely with Locals to make sure that people get signed up. It was reported that the TTF is in the process of setting up a hotline so workers can call in if they need help with their initial eligibility application or if they have any questions throughout the process.

The OSHA /General Entertainment Safety course will continue to be a core calendared course. Locals were reminded that they can apply for this to be a supported course with their own instructor or TTF Training Implementation Specialist McCord can go to Locals and teach this class for them. Lastly, Locals were reminded about the TTF newsletter which provides updates, new course announcements and other news. Anyone can sign up to receive it on the website which is also where one can find all information about available courses and programs. Lastly, it was reported that all applications and forms, along with information about the programs mentioned in the TTF presentation may be found on the TTF website at www. iatsetrainingtrust.org.

The Trust continues to embark on exciting new program ventures that will have a lasting impact on training throughout the IATSE.

President Loeb thanked Executive Director Campos and the Trustees for their report and commended their work.

PRESIDENT LOEB: Microphone 7.

DELEGATE KEVIN AMICK, Local 479: Mr. President, Kevin Amick, Local 479. Local 479 would like to acknowledge Executive Director Liz Campos for her hard work and dedication to the members of the IATSE. Her continued hard work has demonstrated through all the current programs that are offered through the IATSE Training Trust Fund.

Mr. President, thank you for all of your continued support in the skills and safety training to all IA members. Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Local 751, New York, NY. Re: Negotiations With Second Stage"

## APPEARANCE: LOCAL 751, NEW YORK, NY

**Re: Negotiations with Second Stage**

International Vice President Anthony DePaulo appeared before the Board along with Local 751 Secretary-Treasurer and Business Agent Peter Attanasio, and Local 751 President Lawrence Paone to report upon a recent contract dispute with Second Stage Theatre company in New York City.

Second Stage recently became the owner of Broadway's Helen Hayes Theatre and a dispute arose over staffing requirements in the box office. Specifically, Local 751 contended that the box office staff should be increased from three to four people. The (Tony Award-winning) show playing at the Hayes, "The Humans", was selling tickets at approximately 92% of capacity on a weekly basis and therefore another staffer was necessary. Additionally, to accommodate days off the box office staff was reduced to only two ticket takers on certain days and the Head Treasurer was obligated to tend to the ticket window, detracting from time that should have been spent on other important duties. The Treasurer also could not devote adequate time to premium ticket sales, which could easily maximize profits for the show.

Local 751 President Paone wrote to President Loeb seeking assistance with the dispute and Vice President DePaulo was assigned. Negotiations were held with Second Stage. Local 751's officers, Vice President DePaulo, union attorney Elizabeth Orfan, and members of the Helen Hayes Theatre box office staff (Suzanne Abbott and Vicci Stanton) composed the bargaining committee. The committee attained its goal of securing a fourth person in the Helen Hayes box office for the run of "The Humans" (which moved to the Schoenfeld Theater when renovation of the Helen Hayes began in June 2016). It was noted that after the fourth person was added to the box office staff,

premium ticket sales steadily increased.

On behalf of the members of Local 751, those reporting thanked President Loeb and Vice President DePaulo for their knowledge and support. President Loeb commended the efforts of Local 751 and remarked that the International is glad to offer its assistance when challenges like this arise.

PRESIDENT LOEB: Microphone 2.

DELEGATE LAWRENCE PAONE, Local 751: Mr. President, Lawrence Paone, Local 751, New York.

President Loeb, I thank you and then Vice President Tony DePaulo for your assistance and support in this matter. This was a simple staffing issue that, due to the employer's intransigence, blew into something bigger. Thankfully, with your help, the matter was resolved but only because the employer suddenly woke up and realized the obvious, that Local 751 had the full support of the IATSE.

In keeping with one of the focuses of this convention, I want to note that the box office staff of the Helen Hayes at the time consisted of all women. In addition to my gratitude, you have their gratitude as well. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Local 58, Toronto, ON. Re: Organizing Activities"

## APPEARANCE: LOCAL 58, TORONTO, ON

**Re: Organizing Activities**

IATSE Local 58 President Justin Antheunis and Business Agent Nelson Robinson appeared before the General Executive Board in San Francisco, California to highlight the Local's recent organizing successes and community outreach.

Local President Antheunis confirmed that Local 58 was successful in being certified by the Ontario Labour Relations Board as exclusive bargaining agent for stage hands working at Artscape's Daniel Spectrum, a multi-use live event and theatre venue located in Toronto, Ontario with the assistance of the International Defense Fund. Based on the success of that organizing drive, Local President Antheunis advised that Local 58 was also recently certified by the Ontario Labour Relations Board to represent stage hands working three other venues: Factory Theatre, Artscape's Fleck Dance Studio and Sandbox as well as the Harbourfront Centre's Enwave Theatre. He went on to explain that the Local's focus on organizing has increased its membership by 33% over the last ten years and has resulted in a membership that better reflects Toronto's diverse community. Local President Antheunis then described various Local 58 organizing and community outreach initiatives the Local has been pursuing including "#Dinewith58" spear-headed by the Local's Young Workers Committee. Local President Antheunis concluded his appearance by thanking President Loeb as well as International Vice Presidents Barnes and Lewis for their efforts and time in supporting the Local's organizing initiatives.

International President Loeb congratulated President Antheunis and Business Agent Nelson Robinson on the efforts and successes of Local 58 in organizing and growing its membership. President Loeb encouraged all Locals in the IATSE to take note of the positives associated with organizing and to pursue their own organizing and membership growth opportunities.

PRESIDENT LOEB: Microphone 4.

DELEGATE JUSTIN ANTHEUNIS, Local 58: Mr. President, Justin Antheunis, President, Local 58, Toronto Stagehands.

Mr. President, thank you for allowing Local 58 to once again share in our organizing successes and our community outreach programs. The theaters we mentioned in this report brought the number of Local 58 organizing successes to six since the last time since we were at the convention in 2013. These successes has helped grow the membership of Local 58 by over 20 percent since 2013.

Thank you, President Loeb, for your ongoing assistance through the Defense Fund both in past organizing and with one that is currently in front of the Labor Board right now featuring PSAV.

Thank you to Vice President Mike Barnes for coming to Toronto to inspire us. And thank you to Vice President John Lewis for his continuing support of Local 58 in all of their endeavors.

Local 58 will continue to think outside the box when it comes to reaching out to the unrepresented

stagehands in the city of Toronto, to invite them to the table and to have them dine with 58.

I wish to thank President Loeb for leading by example, and himself for dining with 58. Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Local 798, New York, NY. Re: Major Contract Negotiation"

**APPEARANCE:**
**LOCAL 798, NEW YORK, NY**
**Re: Major Contract Negotiation**

IATSE Local 798 Vice President Angela Johnson, Secretary-Treasurer Cynthia O'Rourke, Sergeant-of-Arms John Jack Curtin, and Business Representatives Rosemarie Levy and Daniel Dashman appeared before the General Executive Board to report on Major Contract Negotiation.

On Sunday February 28, 2016, the Local 798 Major Film & Television contract was ratified for a three-year term by over 100 members in good standing at the General Membership meeting in New York. Having so many members come to a General Membership meeting was historic in itself and ultimately a testament to the level of involvement that the leadership of Local 798 garnered from the membership throughout the contract negotiation process.

Twenty-six members participated on the negotiating committee. On the final day, sitting across from the AMPTP representatives, there were sixteen officers and members-at-large representing each District in Local 798's jurisdiction, along with International President Matthew D. Loeb, Assistant Director of Motion Picture and Television Production Dan Mahoney, and Spivak Lipton counsel Elizabeth Orfan. Local 798 felt the Employer's side took notice of the presence of President Loeb, in addition to the breadth of representation in the room in comparison to previous years. This participation led to a distinct shift in the atmosphere from previous negotiation cycles.

Including such a large and diverse body enabled two-way communication. This allowed Local 798 to address issues particular to specific regions in the negotiation process, as well as to communicate back to the members why certain proposals could not be addressed in this round of negotiations. Members in areas of Local 798's jurisdiction that may have felt ignored in the past were encouraged to be a part of the process which led to unprecedented participation, even if Local 798 was unable to achieve all of its goals.

After several committee meetings, including teleconferences with representatives in various areas of Local 798's jurisdiction, it developed a long "wish list" of proposals but ultimately found that the overwhelming concern for most members were the inequities between the geographical areas covered under the contract. Nowhere was this more extreme than the disparity between the workers receiving Annuity contributions, and those who did not.

In a much earlier contract cycle, employer contributions for Local 798 benefits shifted away from Annuity for members working in Television. Only members working in certain geographic areas and in motion picture production were receiving Annuity contributions. Contribution amounts varied by region: in the New York Tri-State region workers got a dollar amount plus a percentage of wages; other areas only received a dollar amount that remained the same over several contract cycles. In Louisiana, the contract prohibited any Annuity contributions at all — in both motion picture and television. As the membership and the amount of work has been growing in areas outside of the New York Tri-State region, the current lack of Annuity benefits in some areas had become more glaring. Local 798's members wanted to work towards even coverage going forward so that all members working under the contract, regardless of location or type of media, were earning contributions for retirement.

In order to achieve a parity and because Local 798 was coming in at the tail end of a pattern bargaining year, it pared down the proposal list to a minimum, and started thinking outside the box, to convince the AMPTP to give them Annuity where it didn't already exist and build in increases in regions where contributions had stagnated.

Pattern bargaining helped Local 798; it knew it could achieve 3% wage raises and $5 per day benefit increases over the three-year term because of what other Locals had achieved. Research back twenty-five years into the history of the Local's contracts and benefits contributions for every part of the Local's jurisdiction gave support for the members' requests and led the Local to discover a possible solution.

The Local determined they could pay for "Annuity for All" by taking 1% from the expected wage raise in

the first year, and transferring the monetized value into Annuity contributions. Management proposed the monetized value to be $4 per person per day. International President Loeb immediately countered with $5. Management agreed to that proposal. Local 798 then took $3 of the $5 in pattern bargaining benefits increase for the first year and also assigned that to Annuity. This gave $8 per day Annuity increases across the board, including to those who had not been receiving any Annuity at all.

Instead of having to horse-trade on the Local's proposals, or accept something unpalatable from the Employer in exchange, this plan would cost the AMPTP nothing more than they were already prepared to give, and would immensely benefit the vast majority of members. The Local's goal was to make it easy for the AMPTP to say "yes" by having research ready and sharing spreadsheets and calculations to prove the zero cost.

The issue with Annuity was not the only major issue in this negotiation. The AMPTP had proposed introducing a third rate for over three cycles of negotiations, undercutting the lowest contract rates. The Local fended off a third rate in the last two cycles, the last time with Assistant Director Dan Mahoney's assistance. At this negotiation, they again proposed a 3rd rate, this time with insultingly-low rates for quote-unquote "unskilled" background workers. President Loeb made it clear that a third rate is not currently and will not in the future be considered by Local 798.

The rest of the negotiation followed the patterns of previous Locals' negotiations. There were minimal per diem increases and added contributions to the IATSE Training Trust Fund. Local 798 stood strong against an 8:00 p.m. cancellation time (except in the case of extreme inclement weather). With the support of President Loeb, Local 798 completely shut down the conversation on adding a third rate and lowering the scale rates for the Southern jurisdiction.

Local 798 thanked President Loeb for assigning Assistant Director of Motion Picture and Television Production Dan Mahoney to assist them in their preparations and negotiations; his guidance was invaluable.

Local 798 also thanked President Loeb for joining them at the table and lending his leadership, wisdom and support. As Local 798 President Rose Chatterton likes to say, "President Loeb is a rockstar!"

PRESIDENT LOEB: Microphone 1.

DELEGATE ROSEMARIE LEVY, Local 798: Rosemarie Levy, Local 798. Rosemarie Levy, Local 798. I would like to thank President Loeb for him wrapping his arms around Local 798 when needed at the bargaining table. Two major issues, both were resolved because of you, President Loeb.

The AMPTP wanted to create a lower third rate – create a lower third rate which would have torn the fabric of Local 798. Withdrawn because of you at the bargaining table with us, President Loeb.

And then there was the addition of the Annuity Benefit Contribution dollars, the union's proposal, where it was limited to none in certain areas throughout the region, accepted because of you at the bargaining table with us, President Loeb.

A special thank you to Dan Mahoney for his guidance from behind, and your continued support that you have given us now that I know will always be in the future. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Local 669, Western Canada. Re: Organizing Low-Budget Productions in British Columbia"

## APPEARANCE: LOCAL 669, WESTERN CANADA
### Re: Organizing Low-Budget Productions in British Columbia

IATSE Local 669 Business Agent Peter Hayman appeared before the General Executive Board to report on the status of Local 669's efforts to organize the low budget production industry for the camera department in Western Canada.

Hayman explained that Local 669 President Brian Whittred and Executive Board established a goal for the Local to bring low budget "non-union" productions under contract with the Local. To this end, the Local implemented a strategy of communication with members on the importance of only working on productions under contract with Local 669. The Local then put together a low-budget agreement template and began a communications strategy with the low-

budget producers operating in Western Canada with a view to encouraging them to voluntarily sign on to the agreement. The Local's efforts have, to date, translated into a 20% increase in membership and thirty-one productions signing on to a low-budget agreement. The Local continues to work on establishing low-budget term agreements with producers as well.

President Loeb applauded the efforts of Local 669 on its success in establishing a low-budget agreement.

PRESIDENT LOEB: Microphone 4.

DELEGATE CHRISTINA KASPERCZYK, Local 669: Good afternoon, President Loeb. Christina Kasperczyk from Local 669.

Local 669 wishes to thank the International for the legal assistance given to us prior to the rollout of the Low-Budget Agreement on April 1st, 2016. Since that contract came into effect, we've had 85 shows signed. This agreement has made a positive difference to our new members who were previously working without a contract.

Thank you, sir, for helping us make a difference.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"AICP Contract"

## AICP CONTRACT

Vice President and Motion Picture Production Department Director Michael F. Miller, Jr. reported to the Board regarding the recently concluded Association of Independent Commercial Producers (AICP) negotiations. Appearing with Vice President Miller were Assistant Department Director Dan Mahoney, International Representative Steve Aredas, General Counsel Samantha Dulaney, Associate West Coast Counsel Andy Kahn and Bargaining Committee members International Vice President Phil LoCicero, Rebecca Rhine, dooner, Scott Bernard, Leslie Simon, Colleen Donahue, Dan Dashman, Chris O'Donnell, and Ed Brown.

Vice President Miller reported that negotiations took place in New York the week of May 23rd, 2016. President Loeb chaired these negotiations on behalf of the IATSE. Proposals were solicited from the motion picture Locals affected by this agreement and twenty-one Locals responded with suggested proposals. Negotiations began with an aggressive set of proposals offered by each side. After several days of negotiations, a successor agreement was reached. Vice President Miller reviewed the Memorandum of Agreement for the General Executive Board and highlighted several items such as the 3% annual wage increases, the benefit contribution increases per the Basic Agreement, which includes an additional $3.00 per hour, and an additional $5.00 per person per day increase to the IATSE National Benefit Plans and other Funds with a daily contribution rate.

Improvements were negotiated that impact subcontracting and provide for such work to be handed over to IATSE-represented employees at the production location. The Training Trust Fund language was improved and includes an increase to the annual cap. Veteran's Day was added as a holiday.

The low budget caps were raised and the studio zone language was modified consistent with other agreements.

Vice President Miller discussed at length the importance of ongoing organizing in the commercial area. The primary concern of the signatory producers was the increased competition for commercial spots caused by a proliferation of non-union production companies, many of whom utilize IATSE members to service these non-union jobs. This includes several ad agencies that are producing in-house and foregoing the production companies entirely. This was the principal argument used to justify the employer proposals for concessions.

During these discussions the bargaining committee reaffirmed its commitment to organizing those non-union companies in order to provide a fair playing field to the union commercial production companies.

At the conclusion of the report the GEB voted unanimously to ratify the agreement.

Vice President Miller reported that the Memorandum of Agreement had been completed and signed earlier this month, and that a draft of the new CBA was in circulation.

Leslie Simon from Local 871 thanked President Loeb, the International and members of the bargaining team for their support on the issue of getting coordinators treated as covered by the contract. She

estimated there are about 600 coordinators whom the employers are improperly leaving out.

Ed Brown from Local 44 thanked everyone involved for securing for the IA all set construction work once materials arrive at the site of the commercial's production; he expressed his belief this would restore many union jobs which have been unfairly taken by non-union set shops.

PRESIDENT LOEB: Microphone 3.

DELEGATE DAVID ELLIOTT, Local 44: Mr. President, David Elliott, Assistant Business Agent, Local 44, Hollywood, California, out of the construction coordinator craft.

I started my construction career at a nonunion, anti-union shop, building sets for commercials at $5 an hour with no overtime or turnaround provisions despite the regular 14 to 18-hour shifts. The new AICP agreement contains language I never expected to hear in my lifetime. "The IATSE retains and maintains its exclusive jurisdiction of all associated set construction, special effects, set painting, scenic work and stage rigging performed within the scope of the commercial production at the location of such production."

Shortly after Ed Brown reported this benchmark to our Executive Board, I was given the opportunity to represent our workers under his direction; and this language gives me the tools to achieve my personal goal, which is to pursue and penalize every person or company that attempts to ignore, avoid or subvert this agreement until every person swinging a hammer or wielding a paint brush on a commercial in Hollywood receives the respectful wages, health care and dignified retirement they deserve. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 5.

DELEGATE DOONER, Local 800: Mr. President, dooner, Local 800, Art Directors Guild. I rise to thank you for your support throughout the negotiations as commercial producers attempted to directly attack the Art Directors of Local 800. Through your efforts and the solidarity of all the Locals at the table, those attacks were defeated.

With the new language regarding set construction and painting on top of other gains, your strong leadership at the bargaining table resulted in a very strong contract for IA members in commercial production. Thank you.

*(Applause)*

PRESIDENT LOEB: Microphone 3.

DELEGATE SCOTT BERNARD, Local 695: Mr. President, Scott Bernard, Business Representative, Local 695. I'll make this brief.

Thank you for assigning me to the bargaining unit for the AICP contract. We do struggle a little bit with some of these signatories still double breasted and doing nonunion work, but I would like to acknowledge the excellent work of International Representative Steve Aredas in Hollywood, California, who goes out and knocks these down one at a time and he has a 95 percent rate. And I want to acknowledge Steve's hard work here. Thank you very much.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Beyonce Concert, Raleigh/Durham, NC" (Gavel)

**BEYONCÉ CONCERT, RALEIGH/DURHAM, NC**

Special Representatives David F. Garretson and Stasia Savage appeared before the Board to report on the Beyoncé Concert Tour in Raleigh/Durham, North Carolina. The Stagecraft Department negotiated with representatives from Live Nation to provide the steel and production work for this concert. The International's success with last year's Rolling Stones concert in the same jurisdiction likely led to the IATSE getting this concert under contract.

Local 417 Raleigh/Durham, North Carolina held the contract and crew was coordinated from a number of IATSE Locals in the Carolinas.

Building on the model established last year, regular conference calls took place to coordinate the efforts of the Locals. Special Representatives Garretson and Savage were also onsite during the concert to facilitate and coordinate the event.

President Loeb commended Local 417 and all IATSE Locals in the Carolina's for their diligent efforts on this event. He noted that this production required leadership, skill, and professionalism. It highlights that the International should be the labor force for concerts such as this. President Loeb extended his

appreciation to Representatives Garretson and Savage for the coordination and guidance they provided regarding this event.

"Canada Pension Plan" (Gavel)

## CANADA PENSION PLAN

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on the Canadian federal government's recent announcement to expand the Canada Pension Plan (CPP).

Vice President Lewis explained that the CPP is Canada's national retirement plan available to every Canadian who contributes during his or her working life (although there is a separate yet similar plan in Quebec for Quebec residents). Although the CPP is indexed to inflation, current maximum CPP benefits leave many seniors left to struggle economically in their retirement.

Since 2009, the Canadian Labour Congress and all of its affiliated unions, including IATSE, have been fighting for an expansion of the CPP. Despite getting strong support initially from the provinces, the lobbying effort was abandoned due to an unresponsive Conservative federal government at the time. However, under a new Liberal government, labour began its lobbying efforts once again, aiming to (1) return the Old Age Supplement (OAS) eligibility age back from 67 to 65; (2) increase the Guaranteed Income Supplement (GIS); (3) double CPP contributions (employer & employee) over seven years so that benefits are also doubled; and (4) upon success, ensure the labour movement obtained recognition for leading this fight.

The release of the federal budget in March of 2016 brought with it success for the labour movement's first and second goals. When the federal government announced significant increases to CPP (although not a doubling of the benefit) in June of 2016 (that have been approved in principle by the provinces but still subject to formal ratification), the labour movement also realized success with its third goal as well. After this announcement, even the staunchest conservative newspapers were crediting the labour movement for the changes to CPP.

President Loeb congratulated the Canadian Labour Congress on its persistence in lobbying the federal government to enhance government sponsored benefits made available to all Canadian retirees regardless of whether they are unionized or not.

"Carolina Rebellion, Charlotte, NC"

## CAROLINA REBELLION, CHARLOTTE, NC

Special Representatives David F. Garretson and Stasia Savage updated the Board on the Alliance's involvement in Carolina Rebellion, an AEG Live event in Charlotte, North Carolina. As was previously reported to the Board, Carolina Rebellion is an annual multi-stage rock music festival, which has been staffed by Local 322 stagehands numerous times since its inception. This year, festival work was secured under a run-of-show agreement within Local 322's jurisdiction. The contract was equivalent to others negotiated for similar events within the Charlotte area (yearly improvements in such agreements are expected). Representatives Garretson and Savage served as on-site facilitators and troubleshooters during the three-day event in May 2016. They acknowledged the officers and members of Local 322 who protected the Local's jurisdiction. The crew chiefs on each of the festival's four stages were also specifically commended for their professionalism and skilled work on the event. No major complications were reported. It was noted that many individuals who have worked on Carolina Rebellion, appreciative of the benefits of IATSE membership, have become members or applied to do so. The Alliance will continue to build upon its relationships surrounding these events in the future.

President Loeb commented that this is a characteristic example of a job well done and the International will continue to support efforts to conduct these shows under the protections of an IATSE agreement. He commended the Local's members and those reporting for their commitment.

PRESIDENT LOEB: Microphone 7.

DELEGATE CHARLES B. HOWARD, Local 322: Mr. President, Bo Howard, Local 322, Charlotte, North Carolina.

A brief history about this event. Local 322 has staffed it every year. It was in our jurisdiction until 2015, and that seemed kind of shady. We had no real reason other than the other guys are cheaper.

So I reached out to other Business Agents that were staffing other events like this in what's known as AEG's world's loudest month. I found out that every city that didn't have a CBA with a site where it was at was losing that year all of a sudden that had previously done it. So then I reached out to your office, and I thank you for assigning Special Representative Dave Garretson, Representative Savage and Representative Hartnett.

We've done the previous two years, and these events and festivals are very important for Locals with less – with any Local, but especially with Locals with less than 150 people, members, because on one day we needed 225 bodies and workers to staff the event. If anybody, any unorganized labor, can do that, then they can pose a huge threat to the area you live in and work in.

So thank you, Mr. President, for your support.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Contract Services Instructors Strike"

## CONTRACT SERVICES INSTRUCTORS STRIKE

International Vice President Thom Davis and Bill Witthans (Local 80) appeared before the Board to report on the Contract Services Instructors strike.

Vice President Davis thanked President Loeb for the opportunity to speak on behalf of a very small but very important unit of Contract Services Administrative Trust Fund (CSATF), the instructors. As has been the experience of many, these workers unionized after they decided that "enough was enough". They did important work but were being abused by management. CSATF provides the safety training required by law for those employed by the Alliance of Motion Picture and Television Producers (AMPTP) for most of the unit under the Basic Agreement. The instructors approached Local 80 seeking representation. Local 80 contacted CSATF Chair Hank Lachmund to request recognition and they agreed to a card count. Negotiations went on a frustrating pace, as someone on management's side bargaining table was always unavailable. CSATF assigned Mr. Lachmund, three managers, an attorney for CSATF, and the lead attorney for AMPTP, for a unit of just seven employees. Management began a campaign of retaliation. Management's egregious actions led to the filing of several unfair labor practice charges and a strike. On the first day of the strike, there were over one hundred people on the picket line, one of the most inspiring sights in Vice President Davis' career. He expressed his gratitude for assistance from other Locals, and to Representative Ron Garcia, who assisted with erecting an inflatable rat on the sidewalk. The strike lasted for three days. By the end it was clear to management that they could not provide the legally-required training. Vice President Davis thanked President Loeb for the assistance the IATSE provided, and thanked Vice President Miller for his assistance in getting this resolved. This could not have happened without the strength of this International and the Locals' Business Agents showing up.

Bill Witthans (Local 80) stated that he had been a grip for thirty-seven years. At times he needed help and IATSE was there to help. He recently left the field to be a CSATF instructor to use his experience to help members with training. He came to the realization with his coworkers that they needed representation in dealing with management. Some at CSATF management decided they needed to strike back at the employees for organizing. This tactic was meant to scare and intimidate other instructors. This strategy might have worked in other situations, but Brother Witthans observed that he had IATSE at his back, and he thanked IATSE for help. "All for one, one for all" means something, said Brother Witthans.

President Loeb remarked that "sometimes you have to fight that fight for one person," but actually this was a fight for the entire bargaining unit. He stated that this was about power and managers at CSATF not wanting employees to have any influence. He also thought CSATF's response was retaliation for the organizing drive, forcing the IATSE had to do whatever it had to do on behalf of the workers. President Loeb recounted that when Vice President Davis called about the CSATF instructors he told Vice President Davis that these workers were putting themselves at risk, so the IATSE stood ready to help them.

Vice President Davis reported that the parties were close to reaching a contract.

PRESIDENT LOEB: Microphone 2.

VICE PRESIDENT DAVIS: Thom Davis, International President –

PRESIDENT LOEB: Wait a minute, you just gave yourself a promotion.

*(Laughter)*

VICE PRESIDENT DAVIS: No, I believe I said Vice President, did I not? Let's check the record on that.

*(Laughter)*

PRESIDENT LOEB: I'm listening very closely.

*(Laughter)*

VICE PRESIDENT DAVIS: It will never be that close, trust me on that one.

No, I rise today to say thank you. And in our quest we were organizing the instructors over at Contract Services, which for those who don't know, is an arm of the AMPTP. I would like to thank the West Coast Office for emptying their offices with their staff, assigning the inflatable rat to be used in front of the facility. Also, to thank all of the reps and members in the room today who were there with us during 100-plus degree heat as we took them on to correct a wrong to one instructor that they fired for retaliation – in retaliation for the organizing drive. And I want to say thank you to everybody involved.

*(Applause)*

PRESIDENT LOEB: Thanks, Thom.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Elections and The Law" (Gavel)

## ELECTIONS AND THE LAW

General Counsel Samantha Dulaney made a presentation to the Board concerning the importance of the 2016 Presidential and Senatorial Elections on the current vacancy on the United States Supreme Court, the federal judiciary and governmental agencies such as the National Labor Relations Board, the United States Department of Labor, and the Environmental Protection Agency. Lynn Rhinehart, AFL-CIO General Counsel made available to legal counsels representing AFL-CIO affiliated International Unions, including the IATSE, a PowerPoint entitled "The Elections and the Law." She encouraged those counsels to share the presentation with union officers, representatives and members.

Accordingly, General Counsel Dulaney discussed significant Supreme Court decisions that were decided by a 5-4 vote, as well as important decisions from the NLRB, DOL, etc. that impacted issues relevant to organized labor. In several notable Supreme Court cases, one vote determined whether worker rights or corporations prevailed. Cases such as Citizens United v. Federal Election Commission, McCutcheon v. Federal Election Commission, Burwell v. Hobby Lobby, Wal-Mart Stores, Inc. v. Dukes, etc. were decided along ideological lines and one vote could have swung the decisions in favor of worker issues. The importance of the election regarding appointments to the NLRB and DOL was also discussed. The upshot of the presentation was that the make-up of the federal courts and appointments to the NLRB and DOL, for example, will be impacted by the upcoming elections. Thus, the President of the United States and the composition of the Senate will play a big role in the future of worker issues for the next generation.

President Loeb encouraged all in attendance (and those reading this Bulletin) to do everything they can to elect Hillary Clinton and Tim Kaine and to support pro-worker candidates at the federal level and in down-ticket elections. He implored all Locals to engage this political season, stating that those in the labor movement cannot afford to "sit out this election" cycle. He stated that the future of the labor movement and the protection of worker rights are at stake this year.

Special appreciation is extended to AFL-CIO General Counsel Rhinehart and her legal team for sharing the PowerPoint which was used as a basis for General Counsel Dulaney's presentation.

"Emergency Protocol Meeting" (Gavel)

## EMERGENCY PROTOCOL MEETING

Assistant Stagecraft Department Director, D. Joseph Hartnett, Local One President James Claffey, Jr. and Business Representative Paul Dean, Jr., reported before the Board regarding meetings Local One coordinated with members of the New York City Fire Department's Counterterrorism Emergency Preparedness Department. These meetings discussed emergency protocol for IATSE members working in theaters and other entertainment venues in New York City. These discussions by their nature are ongoing and also involve the Federal Bureau of Investigation, Department of Homeland Security, and the New York Police Department.

President Loeb stressed to those in attendance that they engage the federal and local authorities in their geographic jurisdictions and their employers for emergency preparedness in these trying times.

"Canadian National Food Drive, 'Every Plate Full Challenge'" (Gavel)

## CANADIAN NATIONAL FOOD DRIVE "EVERY PLATE FULL CHALLENGE"

International Vice President and Director of

Canadian Affairs John M. Lewis, International Vice President Damian Petti and International Representative Krista Hurdon presented a PowerPoint presentation to the General Executive Board on the 2016 Canadian National Food Drive and IATSE's successes in the Every Plate Full Challenge.

The initiative was an overwhelming success again in 2016, surpassing the initial goal of raising 200,000 meals. The challenge ended with twenty IATSE Locals combining to raise over 245,000 meals. Many of the meals were used to feed the evacuees from the Fort McMurray wildfires.

President Loeb congratulated the Canadian Office and all participating Canadian Locals on the tremendous success of the national food drive. In doing so, he noted the importance of community engagement and encouraged all Locals to both identify and participate in similar opportunities in the future.

"HB 2112" (Gavel)

**HB 2112**

Local 336 Business Agent William "Bill" Hennessey and General Counsel Samantha Dulaney appeared before the Board to report on anti-worker legislation that was before the Arizona State Legislature.

Shortly after the General Executive Board meeting in Hollywood, Florida, in January, President Loeb received notice from IATSE Representatives and Locals in Arizona about a proposed bill wending its way through that state's legislature. That bill was commonly known as HB 2112.

HB 2112 would have excluded AV and production event workers from being classified as employees for unemployment insurance purposes. The events targeted by the proposed legislation were conference, convention, tradeshow, business, professional, charitable or similar event. These are industries where IATSE – represented workers are employed in traditional IATSE classifications.

On January 21, 2016, the Arizona Democratic Caucus contacted Local 336 about HB 2112. Local 336 became aware of the bill after it had already passed committee and was one week away from being heard by the full Arizona State House of Representatives.

Understandably, President Loeb provided direction to the IATSE's Arizona Locals regarding their next steps. He also advised Political Director J. Walter Cahill and IATSE Consultant Alec French about HB 2112. Finally, because of the threat to IATSE-represented classifications by HB 2112, President Loeb determined that the International would cover the cost of counsel and lobbyists to engage against this pernicious legislation. Local 336 Business Agent Hennessey reported on the extensive activist and education campaigns of the International's Arizona Locals, led by Local 336. Indeed, from January until May, the Arizona Locals led by Local 336 were fully engaged on this issue. They mobilized their members, the City and State AFL-CIO, and other stakeholders.

All of the Arizona Locals which were led in this endeavor by Business Agent Hennessey, Local 336 Secretary Pamela Boyd, Local Counsel Stan Lubin and Local Lobbyist the Gauthier Group worked very diligently and capably to beat back this anti-worker legislations. President Loeb remarked that he gave the Local support from the International in the form of financial and other resources because of the implications this bill would have on workers in IATSE Crafts. He observed further that had the Arizona Locals not had the wherewithal to engage and activate their members, allies, and other stakeholders, a different outcome might have resulted.

President Loeb commended Business Agent Hennessey, Secretary Pamela Boyd and all the Arizona Locals and members for working together to beat back this anti-worker legislation. He cautioned that the Local must remain diligent and must continue to monitor not only HB 2112 but also any legislation that could adversely impact IATSE Crafts.

"IATSE Stagecraft Department"

**IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents and Co-Department Directors Daniel E. Di Tolla and Anthony DePaulo, International Vice Presidents Michael J. Barnes and John M. Lewis, International Trustee Patricia White, Assistant to the President Sean McGuire, Assistant Department Director D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Peter Marley, and Joel Youngerman, Special Representatives David F. Garretson, Stasia Savage, and Joseph Short appeared before the Board to report on matters relating to the Stagecraft Department since the Mid-Winter Meeting of the General Executive Board in Hollywood, Florida.

Representative Bateman reported that he is continuing to assist Local B-7 Denver, CO with the Denver Performing Arts Center, Local 918 Anchorage, AK with the Alaska Performing Arts Center, Local B-20 Portland, OR with Portland Metro, and Local 675

Eugene, OR with the Matthew Knight Center in their ongoing negotiations.

Representative Bateman also reported on the continuing assistance with Locals 15, 28, 93 and 675 regarding the organizing campaign for the Rhino NW Riggers. The campaign has recently held a rally in support of the workers seeking representation and is preparing for the upcoming NLRB hearing dealing with charges that have been brought against the recalcitrant employer.

Lastly, he reported about the assistance he has been providing to Local 51 Houston, Texas. The Local now is preparing to secure its jurisdiction.

Representative Youngerman informed the Board of the effectual negotiation assistance provided to Local 363 with Total Crew Services for work at the Peppermill Resort and Casino and the Pioneer Center for the Performing Arts, and with Local 13 Minneapolis, MN with SMG for work at the new US Bank Stadium and the recently organized Varsity Theater.

Representative Marley was pleased to report that the assignment assisting Local 720 with negotiations with the Bellagio/MGM Properties regarding the Audio Visual Technicians and Encore Event Technologies have concluded successfully.

He also reported that the negotiations with Local 122 and the La Jolla Playhouse have started, but as with many first-time contract negotiations they were slow going. Even though there have been delays in scheduling due to the availability of management's legal counsel, there has been progress made on many of the non-economic issues and contractual language for this first-time agreement.

Negotiations with Disneyland Resort and Locals 504 and 923 had reached a tentative agreement in late February, but have reopened after the membership of both Locals rejected the proposed contract. This was due to the company continuing to disparage the workers as overpaid for the market while simultaneously promoting how much profit the park is generating. Negotiations began in late June and are ongoing.

Representative Garretson reported to the Board about his assignment to assist Local 322 Charlotte, North Carolina in their negotiations at the Blumenthal Performing Arts Center which houses three distinct venues in Downtown Charlotte. The venue was originally serviced under a rate card by the Local in the 1990's until 2000 when the Local, through an internal organizing drive, garnered the first Collective Bargaining Agreement for the Local at the venue.

Representative Garretson stated that using some of the tools garnered through the IATSE staff training, such as a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis of the relationship between the Local and management, he was able to work with the Local's organizing committee to be well prepared for the usually contentious negotiations. A tentative agreement was reached and ratified by the membership which included wage and benefit increases over the three-year deal, new language clarifying work conditions to conform with industry standards, expansion of jurisdiction for smaller community presentations at the various venues, and most notably the addition of gender non-discrimination language to defend against the legislative attacks on the dignity of the LGBTQ community.

He noted that this was an excellent example of a Local in a labor hostile environment that worked thoughtfully to engage their membership to achieve what is now one of the best stagecraft contracts in the Carolinas.

Special Representative Savage was assigned to assist Local 757 Treasurers and Ticketsellers, Detroit, Michigan, with organizing efforts in their jurisdiction. This assignment is ongoing and she noted that it has led to other administrative assistance in the Local, such as rewriting its Constitution and ByLaws.

Special Representative Short reported on working with Locals 48 and B-148 on the expansion of the Pro Football Hall of Fame in Canton, Ohio. After coordinating a successful meeting with the new Production Company both Locals have now garnered work at the venue.

International Trustee White reported that her assignments assisting Theatrical Wardrobe Unions Local 859 in Atlanta, Georgia and Local 787 in Pittsburgh, Pennsylvania concluded. In Atlanta, a new three-year agreement for wardrobe workers at the Fox Theatre in Atlanta was acheived. While Local 859 has exclusively referred workers to the Fox Theatre for many years, it did so using a "rate card", and this is the first real collective bargaining agreement for the Local at this venue. She commended the members of the Local, especially Business Agent Kelly Chipman, for sticking with the process until an agreement was reached. She also noted that any Locals that are faced with employer proposals for drug and alcohol policies should be cautious and contact the International if assistance is needed drafting such clauses.

In Pittsburgh, at the Pittsburgh Public Theatre a new four-year agreement provides for yearly compounded wage and benefit increases added to the Annuity in both the first and third years. Housekeeping issues of importance to both sides were also addressed. Larger increases were given to those working in the lowest wage category. This achieves a long-term goal that the workers and union have held since the theatre was first organized in 2005. This agreement is a great example of the power of organizing to improve wages and working conditions for costume shop and wardrobe workers.

Vice President Barnes discussed the successful negotiations with Spectra Venue management (formerly Global Spectrum), to which he was assigned along with Vice Presidents Di Tolla and Carlson. A tentative agreement was reached with wage and benefits increases in each year of the three-year agreement. The substance abuse and background check policies were updated to provide better protection for IA-represented workers. After consulting with thirty-three Locals in the national agreement before the negotiations, Vice President Barnes stated that a variety of the Local issues were resolved.

Vice President Lewis gave an account of the activities of the Canadian Department and Canadian Locals in Stagecraft.

The Canadian Pink Agreement expired on December 31, 2015. There are fourteen producing companies which are signatory to the Canadian Pink Agreement. Unlike the US Pink Contract, there is no central employer organization with whom the International can bargain with, so the International is required to bargain individually with each of the fourteen companies. The agreements are largely identical, but allow for a degree of flexibility to recognize local practices which had been enshrined in the individual Pink Contracts. Assistant to the President Sean McGuire and International Representative Jason Vergnano are assigned to this matter.

The Canadian Pink followed the economic pattern established with the recently negotiated US Broadway League Agreement. In addition, the Canadian Pink has been updated and modified to reflect the needs of IATSE crews, including significant improvements in leave, travel, and Training Trust language. Vice President Lewis discussed the continued policy of meeting with every travelling crew on the road on a Canadian Pink as well as US tours traveling to Canada.

He then reported on the Canadian Arena Labour Listing (CALL) which was demonstrated at the previous Board meeting. CALL is an interactive database which tracks arena tours from the moment their dates are announced, until the encore in the final city. Business Agents and call stewards have access to itineraries and the evolving labour needs for load-ins, performance calls and tear-downs of every arena event as it makes its way across IATSE Canadian jurisdictions. It gives Locals the ability to send information "down the line" ensuring IATSE Stage crews are always the best informed and best prepared.

The network of communication fostered by CALL will greatly reduce the scrambling faced by some Locals due to missing, late or incorrect information provided by shows. When a tour claims to not need anyone for the show call, Locals will know exactly how many people worked the performances in the previous cities, all the way back to first date of the tour. By increasing their knowledge and awareness, Locals will have the necessary tools to be proactive instead of reactive.

All but five IATSE represented Canadian arenas are now being tracked by the CALL database to collect labour requirements of shows travelling through Canada. In addition to the arenas, the database is now tracking all roadhouse venues where IATSE members are doing the work, bringing the total number of venues being tracked to 105. Many IATSE Locals have reported that they have experienced immediate dividends from using the system to share information across the country.

Vice President Lewis concluded that the Department is adding every Local stage agreement in Canada to the IATSE Contracts Database. Each representative in Canada has been tasked with a number of local unions and they hope to have this project completed in six months.

Assistant Department Director Hartnett noted that the Stagecraft Department has updated the packets that new ACT members receive upon joining the IATSE. Packets are now following the International's updated colors and design for IATSE communications. Besides updating and editing some of the preexisting information, they will now include the Pink Contract Booklet the member will be working under, as well as current copies of the International Constitution and Bylaws.

The Department, through Assistant Director Hartnett, successfully organized Brierpatch Productions' Tour of "The Amazing Tour is Not on Fire," a popular UK BBC radio and YouTube production that was doing a tour in the US after a successful European Tour presenting the YouTube show live.

He also reported on assisting Local 69 in negotiations with the Orpheum Theater. Assistant Director Hartnett resolved an arbitration with Local 289 Elmira, NY with WETM/Nexstar Communications. Lastly, he commended Local 200 Allentown, Bethlehem, Easton, PA on organizing and reaching an agreement with Center Stage Lighting and Rigging, bringing several new members into the Local.

Vice President DePaulo was assigned to assist Local B-754 at the Belterra Park racetrack and Casino. Local B-754 represents the ushers, admissions sales, program sales, and para mutual ticket sellers at the racetrack. The racetrack was taken over by Pinnacle Entertainment, which owns and operates eight casinos in the U.S., but this is their first foray in the racetrack business. Vice President DePaulo also reported on his assignment to assist Local B-4 Boston, Massachusetts in the negotiations at the Wang Center and the Shubert Theater. An agreement was reached including wage and benefit increases.

Vice President Di Tolla informed the Board that the Stagecraft Department continues to work with SMG towards replacing rate cards with collective bargaining agreements and securing jurisdiction for Locals.

President Loeb remarked on the comprehensiveness of the report, noting especially the breadth of the activities. Specifically, he noted that the Department is organizing, training, negotiating, and providing assistance to stage Locals in two countries. He commended everyone in the Department, encouraging them to continue to press forward.

PRESIDENT LOEB: Microphone 7.

DELEGATE BARRY THOMAS, Local 51: Barry Thomas, Local 51, Houston, Texas. Mr. President, the officers and members of Local 51 would like to thank International President Matthew Loeb, International Vice President Dan Di Tolla, and Director of Broadcast Sandy England for their invaluable assistance with the National Football League and the various networks, producers and production companies leading up to and during Super Bowl LI in Houston. Their guidance and direction made the enormous work of Local 51 at Super Bowl LI a rousing success.

Local 51 would also like to thank International President Matthew Loeb for assigning International Representative "Radar" Bateman to assist our Local with organizing and securing our jurisdiction. "Radar" has effected change through the culture of organizing within Local 51, helping us to grow and strengthen our Local.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

DELEGATE GREG DAVIS, Local 15: Mr. President, Greg Davis, just a stagehand, Local 15.

PRESIDENT LOEB: Local –

DELEGATE DAVIS: Local 15.

PRESIDENT LOEB: Yes, thank you.

DELEGATE DAVIS: I wish to thank you, General Secretary Wood, the Executive Board, the staff, and most especially International Representative Christopher "Radar" Bateman, for your assistance with the Rhino organizing drive.

Rhino Staging continues to dispute the validity of the unit. There is evidence that management is working to replace the workers who voted in favor of representation. Unfair labor practice complaints have been filed and Rhino is contesting those through the NLRB and the courts. Currently, far above my pay grade, Rhino's appeal of our favorable decision from the full Labor Relations Board is before the Washington, D.C., United States Circuit Court.

I work beside these workers. They're knowledgeable, skilled, and hardworking. Why would any employer push them away? Maintaining the level of inspiration and enthusiasm gained at this convention, I believe, is our principal challenge when we return to our home Locals. We in the Seattle area, throughout the Pacific Northwest, face the additional challenge of maintaining enthusiasm and inspiration for a lengthy court battle.

As an expression of gratitude, Mr. President, I pledge to you we will continue this battle. We will win a contract. And there will be a contract or there will be no Rhino Staging in Washington State.

*(Applause)*

PRESIDENT LOEB: And I commit to you that we will support that and that that company is going to the top of the list. That company is going to the top.

*(Cheers and applause)*

Microphone 7.

DELEGATE MARK SHOW, Local 322: Mark

Show, Local 322, Charlotte, North Carolina. I'd like to thank you, President Loeb, and the International for assigning Representative Garretson to assist Local 322 in negotiations with an employer who has become increasingly contentious and openly hostile in its dealings with the Local.

I was one of the members at the negotiating table and his insights and guidance were invaluable in securing a continuing agreement with the Performing Arts Center in Charlotte, North Carolina. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Motion Picture and Television Production Department"

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Motion Picture and Television Production Directors Daniel M. Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Scott D. Harbinson, Jamie Fry, Ronald Garcia, Steve Kaplan and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last Board meeting.

Vice President and Motion Picture and Television Production Department Director Miller reported on status of the current major production agreements. The IATSE – AMPTP Basic Agreement has finally been executed by both parties after over a year of review by attorneys for both sides. This was caused in part by the complicated inclusion of the Digital Supplemental Agreement into the Basic Agreement. The Videotape Supplemental Basic Agreement has also been finalized and executed. The Local Basic Agreements have also been modified to include the changes made by IATSE Counsel and forwarded by the employers to the local unions for execution.

The AICP Agreement was recently renegotiated and is part of a separate report to the GEB. The Low Budget Theatrical Agreement will expire at the end of 2016 and preparations are being made for a successor agreement.

The Department continues to organize and negotiate contracts for distribution via the Internet. The Basic Agreement's new media sideletter's SVOD high budget provisions now provide wages, benefits, and working conditions in line with similar television or feature production. By way of example, Warner Brothers recently utilized the new tiers when producing "Fuller House" and "Gilmore Girls" for Netflix. The Department has also been crafting one-off contracts for a dizzying array of programming – from fourteen minute ultra-low budget episodic deals for YouTube productions, to "branded content" mini-stories, to programming made to only be viewed on a certain brand of phone. Vice President Miller reported that the ½ hour and 1 hour formulae are expanding. The Department has adapted by carefully analyzing the number of production days, type and style of production, and budget per minute and episode to maintain an industry standard, even when the content could hardly be called standard.

Viewing habits are changing; a recent Nielsen study showed that among 18-34-year-olds, the use of smartphones, tablets, streaming boxes and game consoles had increased by more than twenty-five percent just between 2014 and 2015. Among that same demographic, traditional television viewing had fallen by ten percent during the same period. The Department is well-positioned to continue to cover all manner of production under contracts containing industry-standard wages and working conditions.

Since the last GEB, nine new companies have signed the IATSE motion picture term agreements and audits have been concluded on five low budget projects. None of the projects audited have exceeded the budget caps required by the Low Budget Theatrical Agreement, and there are more than a dozen audits pending. These will be reported to the Board at the next meeting in January 2017.

Organizing in the South continues to be robust, reported Representative Harbinson, with multiple successful organizing drives in Georgia, Virginia and Tennessee since the beginning of the year. Budgets of these organized shows generally are around the million dollar mark; however, "A Little Mermaid", shooting in Savannah, Georgia had a budget of $2.3 million. That project endured a strike and ended up paying roughly $250,000 in benefits, salary adjustments, housing, per diem and layover pay. At the conclusion of the strike, a number of the crew felt moved to contribute to the IATSE Political Action Committee. When an IATSE member donates to the PAC, that money can be used to help politicians who are pro-worker and will further

labor-friendly legislation. Discussing a burgeoning market and the importance of continued organizing, Representative Harbinson reported on faith-based motion picture production in the South. This genre has been organized by the IATSE a number of times and discussions are ongoing. Representative Fry described a situation that proved the adage that "bad Employers make the best organizers." The crew on an ultra-low budget feature were nervous about organizing until Production told them that if they tried to organize, they would fire them at the end of the day and replace them all. This resulted in the crew unanimously walking off the show and going on strike. After a day and a half, with no replacement crew in sight and an Unfair Labor Practice charge filed against the company, a deal was reached. The crew returned to work under contract and the ULP was withdrawn.

As an update to the strike that occurred on "Sharknado 3", Representative Trachtenberg detailed how "Sharknado 4" was produced under a union agreement. The most important element of the contract was right of first refusal for some employees. Other provisions include higher meal penalties, enhanced daily and weekend turnaround and an added holiday.

Vice President and Director of Canadian Affairs Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the Local 873 Term Agreement and the Local 411 Term Agreement. There are now 343 companies signatory to the Canadian Binder Agreement and 109 to the Canadian local unions Term Agreements. Vice President Lewis stated the Canadian office currently is in the process of revising the wording of the Canadian Binder Agreement to make it a little tighter and to reflect the presence of Locals 671 and 709 in Newfoundland and Labrador and Local 634 in Northern Ontario.

Vice President Miller shared the Department is in constant contact with Canadian Locals to ensure that IATSE-term-signatory employers producing in Canada work under IATSE agreements for Canadian crews as well. To this end, Canadian Locals are sent term signatory lists monthly to renew when a signatory company comes to Canada. This has been successful with several US companies operating in British Columbia (BC). Vice President Miller noted that their recent successes with three production companies: Bron, WWE and Voltage. All three companies produced in BC with ACFC initially and since signing the term agreements have produced fourteen shows under IATSE agreements.

These agreements have had a significant impact on IATSE's ability to protect its jurisdiction in Canada and most notably in Toronto and Vancouver. In the first six months of 2016, Local 873 secured agreements on eighteen US productions with a total production value of $595 Million in Toronto. This represents 100% of US based productions shooting in Toronto and 75% of total productions. In BC, Local 891 was able to secure agreements on fifty-one productions while ACFC was limited to six productions which were mainly lower budgeted.

Overall, the first six months of 2016 appears to be setting historical high levels of productions in a number of regions in Canada. The International tracks all IATSE productions in Canada and as of the end of June, there were 121 productions under agreement. The high levels of foreign service work is largely attributed to the low Canadian dollar and stable tax incentives. The International has seen the rebirth of the industry in Nova Scotia and to a lesser extent in Saskatchewan. Vice President Lewis said the Department has made important strides in securing jurisdiction in Northern Ontario which is becoming a significant production centre. Finally, in 2014, the Department was able to fight off attempts by the Quebec Union AQTIS to displace the bargaining rights held by Locals 514 and 667. That was a significant fight and the Department is meeting regularly with local representatives to map out their strategy for the next open period.

Assistant Department Director Holtgrewe described the breadth of new contracts in the reality/unscripted genres of television production that benefit hundreds of crew members. These projects include "Kicking and Screaming" and "We the Jury" for FOX, "Ultimate Beastmaster" for Netflix, and "Window Washers" and "First Impressions", both for basic cable. Assistant Director Holtgrewe reported that organizing in this genre continues to bear fruit. Assistant Director Holtgrewe reported that a long-standing target, "Celebrity Apprentice" is now union. Vice President Miller commented that the original Apprentice was subject to an organizing drive years ago and that current Republican Presidential candidate Donald Trump crossed an IATSE picket line.

A new three-year term Agreement for EndemolShineUSA was reached in July. EndemolShine originally was comprised of two separate term signatories and only recently merged to form one mega-company. They produce "Master

Chef", 'Master Chef Jr.", "The Biggest Loser" and countless other non-scripted and scripted programs. Although the relationship started out rocky with "The Biggest Loser" strike in 2010, since that time, they have provided hundreds of thousands of hours of benefit contributions on behalf of members working on their productions. The Department's goals for these negotiations were to lower the budget caps of their non-scripted Agreement, improve working conditions, and remove large subcontracts from two shows that had been organized in the past. Assistant Director Holtgrewe and the Department achieved this and more. This is a significant gain for IATSE members.

Assistant Department Director Mahoney reported upon the settlements for two productions that did not meet their financial obligations to the crew. To date, for the productions of "The Squid and the Whale" and "The Adderall Diaries", over $850,000 has been paid to those IATSE members who are owed money, with more forthcoming. He also updated the Executive Board about O-1 and O-2 Visas issues. The House of Representatives recently passed a bill that would require U.S. Citizenship and Immigration Services to give notice of its decisions on O Visa petitions to the labor unions that provided advisory opinions on the petitions. This would allow for some transparency and clarity to the process, and allow the IATSE to better oversee this process.

The Oversee Visa Integrity with Stakeholder Advisories (O-VISA) Act (H.R. 3636) was introduced by Representative Mimi Walters (R-Calif.) last September. The amended bill cleared the House Judiciary Committee on May 25, 2016. The bipartisan measure passed the full House on June 13, 2016 by voice vote under suspension of the rules. The proposed legislation is now being examined by the Senate. If adopted by the Senate, then the bill would be forwarded to the President.

Representative Kaplan reported on SIGGRAPH, a large computer graphics convention that attracts workers and employers from all areas of computer graphics, Visual Effects and technology. Assistant Director Vanessa Holtgrewe and International Representatives Mark Kiracofe and Julia Neville will be joined by Locals 600, 800, 839, 891, and USA829 in Irvine, California from August 25-28. Representative Kaplan also reported that VFX organizing efforts are ongoing. Discussions with BECTU National Officer Paul Evans in London have also taken place. Regular calls and strategy meetings have been held to identify the best opportunities and organizing paths.

Representative Kaplan also reported on a contract ten years in the making. Local 839 entered into a Term Agreement with Rough Draft Animation Studios after a protracted period of negotiations. In June of this year, the International, working closely with Local 839 entered a collective bargaining agreement with Rough Draft .

Representative Kaplan joined Vice President Michael Miller in negotiations for a successor agreement with the Warner Animation Group (WAG). Negotiations were held and concluded on March 28, 2016. The new three-year agreement sees the same wage increases and benefits adjustments gained during the 2015 Basic Agreement negotiations as well as securing the jurisdiction for productions made for New Media.

2016 marks the 20th anniversary of the AICP-IATSE commercial production agreement. What started as a small eight-page booklet that covered just Los Angeles County has expanded and now covers IATSE members across the entire United States. Representative Aredas discussed the proliferation and growth of Internet-based advertising. There were twenty-one commercial companies organized since the last meeting, all signed to the Independent Commercial Agreement, and this aggressive stance ensures the IATSE are well positioned to continue to represent the commercial crews, no matter what type of commercial production they create.

For motion picture related issues, the safety hotline call volume has been steady, with the majority of phone calls to the hotline coming from motion picture and television crews. As people share their positive experience with fellow crew members concerning the response they received when they reported a safety concern, that amount will continue to grow. The types of calls have varied; Safety Officer Kent Jorgenson and the Department Representatives have handled everything from weather issues to questions about fumes on set. The Department works with the production and affected Locals to research each issue and determine any necessary correction.

The Motion Picture and Television Production Department emphasized through its report to the Board the continued focus on organizing. As the entertainment industry grows beyond feature films and television into the existing world of Visual Effects, various distribution outlets created by new media and Internet distribution to the newest entertainment product Virtual Reality, the IATSE must continue to represent all workers in these genres. Through education and training, the IATSE can also be sure that

members have the necessary tools to be the dominant workforce in the expanding entertainment industry workforce.

PRESIDENT LOEB: Mike 5.

DELEGATE MICHAEL GOI, Local 600: Mr. President, Michael Goi, Local 600. Regarding this section of the report that deals with the "Sharknado 3" strike which led to the union contract for "Sharknado 4," as somebody who came up in the business working on low-budget productions of questionable artistic integrity –

*(Laughter)*

– including most of those late night Cinemax shows that nobody ever admits to watching but somehow saw anyway, I just wanted to say a thank-you to President Loeb, Vice Presidents Thom Davis, Mike Miller and Lyle Trachtenberg and Steve Aredas, and the IATSE for your continued effort to organize low-budget productions, because these are important stepping stones for our young union members. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you. We don't read the scripts, we just show up for the call.

*(Laughter)*

Microphone 6.

DELEGATE STEVEN HULETT, Local 839: Steve Hulett, Local 839. I would like to give a hearty shout out to Mike Miller because he was instrumental in helping us get a contract with Rough Draft Animation Studios last year. And his support and backstopping was absolutely essential in getting the contract; and the studio had been a burr under our saddles for years and years. So thanks.

*(Applause)*

PRESIDENT LOEB: Thanks, Steve.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Tradeshow & Display Work Department"
(Gavel)

## IATSE TRADESHOW & DISPLAY WORK DEPARTMENT

International Vice President and Director of Tradeshows William E. Gearns, International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President C. Faye Harper, International Representatives Mark Kiracofe, Donald Gandolini, Jr., Joanne Sanders and Dan'l Cook reported to the Board on developments within the Department.

*AV Training Initiatives*

Training continues to be a priority for the Tradeshow Department. International Representatives continue to be trained to provide Freeman Customer Service Training to Locals and Locals continue to request this training. Of note is the training that Representative Sanders provided to Locals 22, 30, 52, 115 and 500 with more than 175 trainees in attendance since the last General Executive Board meeting in Hollywood, Florida. In addition to providing the training, Representative Sanders met with the Executive Boards of the various Locals to address AV Essentials and the importance of identifying additional training on related equipment. As a result, each Local has follow up training scheduled in the latter half of the year. Local 31 also hosted an AV Essentials training program earlier this year and has committed to additional customer service training later this year. Locals 17, 18, 127 and 205 have also committed to either AV Essential and/or Customer Service training sessions later this year as well. Locals 5, 12 and 118 are in the process of scheduling PSAV Agreement training for early 2017. With the assistance of Representative Kiracofe, Local 838 members have also received training to better equip the Local to meet the demands of the Outdoor Retailers show scheduled for August 2016. In addition, Representative Kiracofe and International Representative Ben Adams provided Local 99 with both training and testing of the AV Essentials curriculum.

*Local 17 Louisville*

Local 17 and Genesis Exposition agreed to a new four-year collective agreement. The parties previously worked under a rate card.

*Local 31 Kansas City*

Local 31 continues to bargain for a renewal agreement with GES and is optimistic that one will be reached shortly.

Representative Sanders and Local 31 Business Agent Jason Taylor continue their efforts to create an area standard agreement for the tradeshow industry. To date, the Local has successfully signed the Shepard Company to the agreement.

*Local 39 New Orleans*

After Local 39 filed unfair labor practice complaints against EAC employer Nth Degree for refusing to bargain, Nth Degree agreed to negotiate. The Local is optimistic an agreement will be reached in the near future.

*Local 46 Nashville*

Negotiations were held in Nashville in May 2016 with Freeman, GES and Fern Expo for a successor GSC agreement in the jurisdiction of Local 46. The Local had limited proposals for improved conditions and quickly settled in favor of a 16% economic package over the five-year term. Significant increases were directed to health and welfare contributions to insure the Local's health trust is ACA compliant. The contract document has been approved and signed by the employers, and the additional eight GSCs invited to negotiations are receiving the product of negotiations.

*Local 205 Austin*

Local 205 has resolved almost all of the thirty grievances against GES arising out of the annual Dell World Show held in late 2015.

*Local 320 Savannah*

International Vice President Faye Harper assisted Local 320 in negotiations with GES. Business Agent Matthew William, Local 320's negotiations committee and Vice President Harper met with GES representatives and reached agreement on a five-year agreement with wage increases in each year of the contract.

*Local 363 Reno*

Representative Kiracofe traveled to Reno in May 2016 to negotiate the expiring GES contract. The Local was able to reach a renewal agreement that included wages increases of 3% in each of the 5 years and a 1% increase in health and welfare contributions in the first year. A Foreman rate was also negotiated at $1.00 per hour over the lead persons' rate.

Local 363 also recently renewed its collective agreement with TriCord Tradeshow for a one-year term.

*Local 415 Tucson*

When Conference Services International unlawfully withdrew recognition and refused to bargain a successor Memorandum of Agreement with Local 415, an unfair labor practice complaint was filed with the National Labor Relations Board. In late June 2016, the NLRB determined that a complaint should issue in the case unless a settlement was reached. The Local is in the process of trying to reach a settlement of the dispute.

*Local 720 Las Vegas*

Local 720 recently overwhelmingly ratified an agreement with Freeman AV in January 2016 which resulted in retroactive raises for eligible employees.

*Local 835 Orlando*

A number of grievances filed by Local 835 against both Freeman and GES have been resolved since the last General Executive Board meetings including a grievance and accompanying unfair labor practice complaint in response to GES unilaterally changing the conditions of employment related to minimums and payment for dark days for those employees on the road.

Local 835 has also begun its preparations for an upswing in tradeshow work expected in early 2017 including the hiring of call stewards, the recruitment of referents, the implementation of a new computer system and the amendment of the Local's call procedures.

*Local 838 Salt Lake City*

Local 838 recently secured a voluntary collective agreement with the SMG managed Salt Palace CC. Negotiations were amicable and resulted in an agreement that includes an 11% wage increase and 4% benefit increase in year 1, a 9% combined increase in wages and benefits in year two, $0.75 per hour shift differential for night shift workers and the addition of defined rest and meal periods / penalties.

Representative Kiracofe is assisting Local 838 in negotiations with the eight EACs signatory to an agreement expiring in July 2016.

Representative Kiracofe continues to oversee a restructuring of the Local 838 Training Trust and the Joint Committee for Training and Certification. The process has been well received by both contributing employers and members.

*Exhibitor Show 2016 Las Vegas, NV*

In February 2016, Representatives Gandolini, Cook, Kiracofe and Sanders staffed the IATSE display booth for the annual "tradeshow for tradeshows." The event went well and the IATSE's presence was well received by industry partners.

*ESCA Summer Conference*

The 2016 ESCA Summer Conference was held June 25 to June 30, 2016 in Coeur d'Alene,

ID. This conference was attended by tradeshow general contractors, unions representing exhibit employees, and show and facility managers. The IATSE plays a key role in the organization with Representative Gandolini serving as co-chair of the Labor Council, Representative Kiracofe serving on the Education Committee and Vice President Gearns holding the Labor position on the Board of Directors. The conference included workshops on Current Issues in Labor Law including a panel discussion that included IA General Counsel, Samantha Dulaney.

*Tradeshow Participation*

The IATSE also participated in the following trade show events:

EXHIBITOR in Las Vegas
USITT in Salt Lake City
CITT Expo Scene in Montreal
InfoComm in Las Vegas

*Canada AV Training*

International Representatives Jim Brett and Jason Vergnano have been assigned to work with Vice Presidents Gearns and Lewis to develop and roll out the Canadian AV training package to provide Canadian Locals with the necessary tools to identify AV work and organizing opportunities in their jurisdiction and equip members to perform that AV work.

*CITT Tradeshow Booth/Exposcéne*

In late 2015, International Representative Jason Vergnano attended the Canadian Institute for Theatre Technology's Exposcéne in Montréal. In May 2016, International Representatives Mark Kiracofe and Jason Vergnano brought a newly designed tradeshow booth with both English and French language graphics to the 2016 Exposcéne event. This event was a great success with fourteen local union representatives from Locals 56, 262, 514, 523, 667, and 863 attending both days assisting in staffing the booth and speaking on behalf of their respective Locals. The booth is scheduled to travel next to Winnipeg, Manitoba for another CITT event. In September 2016, the booth will be present for an industry training and job fair event night being held in conjunction with Sudbury, Ontario's Cinéfest international film festival.

*PSAV*

Vice Presidents Gearns and Lewis as well as International Representative Dan'l Cook, Washington DC Local 22 Business Representative John Brasseux and Orlando Local 631 Business Representative Joe Shelton commenced negotiations for the renewal of the PSAV national agreement in April 2016. Follow-up meetings took place with the Atlanta Locals in May 2016 and included Vice President Harper and Local 927 Business Representative Neil Gluckman. Some important progress on terms and conditions was reached during these meetings. Further meetings were also held with Tampa Local 321 and included International Representative Joanne Sanders and Local 321 Business Representative Paul Paleveda. Again, progress was made on terms and conditions including AV and ETCP training. Through the course of negotiations, Kansas City Local 31 and Cleveland Local 27 were added to the agreement and Vancouver Local 118 negotiations are almost finished. Local 27's inclusion has resulted in work jurisdiction over the Cleveland Convention Centre and newly constructed Hilton Hotel. Local 118's inclusion will translate into the incorporation of a Canadian addendum that is more reflective of prevailing working conditions in Canada.

President Loeb applauded the efforts of the tradeshow department remarking that the tradeshow industry remains an important growth area for the organization.

"IATSE Communications Department" (Gavel)

## IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Emily Tao reported upon communications activities since the Board's last meeting. The Communications Department has continued to create and maintain communications platforms, distribute content to its audiences, and assist with various campaign initiatives. A major focus remains on raising the online profile of the Alliance and its members using social media (e.g., Facebook, Twitter, and Instagram). Director Tao and Senior Communications Coordinator Molly Katchpole successfully manage multiple communications platforms while continually monitoring emerging communications technologies to determine if any would provide added alternatives.

Due to the speed of social media, a large volume of content is needed every week. The Communications Department creates content that pushes activism, draws attention to IATSE members, the labor movement, and relevant current events. As an example, the report detailed the Equal Pay Day Twitterstorm, which was led by the IATSE Women's Committee, generating tweets and posts about equal pay for women.

The AFL-CIO, state federations, other labor groups, and progressive organizations often support IATSE campaigns through social media. Therefore, the IATSE is proud to similarly support such groups. For example, upon President Loeb's request, the Communications Department used social media to declare the IATSE's support for the Bakery, Confectionary, Tobacco Workers & Grain Millers' (BCTGM) campaign to boycott Nabisco products made in Mexico. Within the past six months, the IATSE also supported the Communications Worker of America (CWA) as fiber optic technicians at a facility in Norcross, Georgia struggled for a fair contract.

On IATSE social media platforms, union and industry news items are packaged into compelling content for the IATSE audience. Local unions and members are always encouraged to submit content and the Department is grateful that many have done so. These contributions have extended the reach of the IATSE's online community and have spread the growth of the IATSE's digital presence, which has considerably increased in size. The IATSE's various social media platforms have collectively gained thousands of followers in the past six months.

As discussed at length during the education session at the last General Executive Board meeting in Hollywood, Florida, precise messaging and message language are important features of any communications program. Accordingly, the Communications Department has adhered to new messaging practices, including those promoted by the AFL-CIO. This initiative was also shared with attendees at the most recent IATSE staff training and various IATSE district conventions. As an example, the report described changes to the IATSE website to highlight how subtle changes affect the ways that a message might be perceived. In addition, the report described the Department's routine maintenance of the IATSE website, which prominently features member stories, labor news, and current events. Website security updates are also provided through a web developer.

Department Director Tao briefed the Board on a recent transition to a new email distribution program. The new distribution options, which became available beginning in March, allow targeted emails to be sent to specific geographic territories (such as zip codes or congressional districts). The former program did not allow these features, which are a useful tool (particularly in connection with current and expected email correspondences about presidential nominating elections and the upcoming general election.)

The report further discussed IATSE's online presence, which allows it to meet activists in the digital space. For example, the IATSE has amplified its efforts to promote political activism. Politicians are now extremely active on social media (presidential candidates have official campaign Facebook pages and Twitter accounts). Accordingly, the IATSE has been preparing its online presence for the 2016 U.S. presidential election. On January 13, 2016, the IATSE officially endorsed Hillary Clinton for president. Like other major announcements, that news was shared in a press release and was posted on the IATSE website, Facebook page, Twitter account, and Instagram page. This is the second time the IATSE shared news of a presidential endorsement on social media (the first was in 2012 when President Obama ran for reelection). The endorsement was the IATSE's third-most widely seen post on Facebook, reaching more than 87,000 people. It was shared over 340 times and received over 720 comments. The Department has continued to evaluate the need for future messaging based on poll results and research.

The Communications Department continues its involvement in various IATSE organizing campaigns. Communications are either distributed in a campaign's early stages or issued when the campaign escalates. The Communications Department has recently assisted with prominent Stagecraft Department and Motion Picture and Television Production Department organizing campaigns on commercials, motion picture and television projects. For example, the Department helped in the Oregon Shakespeare Festival employees' push for a first contract. Support for the Oregon Shakespeare Festival workers was gathered using email, Facebook and Twitter posts. Additionally, an online petition garnered 500 signatures in a single day.

Another recent example of promoting activism through online outreach was the Department's distribution of the IATSE equality statement. Since the release of the IATSE equality statement in January 2016 it has been prominently featured online, especially on Twitter.

In addition to online activities, the Department continues its involvement in completing the Alliance's traditional publications like the Official Bulletin. The Board was briefed on stories and content submitted by members and Locals for the Bulletin, such as a follow-up on the second annual charity basketball game between Locals 476 and 600. These stories, which are often also posted to the IATSE website, display creative ways for members to become to become active. Furthermore, the Communications

Department continues to routinely field press requests, write and edit press releases, and assist IATSE staff members. Recently the Department contributed to the IATSE-AICP joint press release regarding completion of successful negotiations for the new commercials contract. The Department also continues to assist local unions and members by fielding questions regarding communications, social media, and best practices for campaigns. Many questions arise concerning professional conduct on social media and members are frequently directed to the IATSE social media trainings and netiquette guide. The social media guides have been updated to reflect Facebook's and Twitter's recent format changes.

The IATSE now also has an expanding network with other labor and entertainment communicators. Director Tao has worked with other labor and industry groups to publicize press releases and issue joint statements on matters affecting the Alliance. Such efforts have targeted the Federal Communications Commission's recent set-top box proposal and related activities on Capitol Hill.

In conclusion, it was noted that the work of the Communications Department has taken shape in only the past five years following its 2011 launch. On behalf of the Department, Director Tao thanked President Loeb and General Secretary-Treasurer Wood for their vision and guidance. Constant support from local unions and members was also commended. The Department takes pride in widely sharing the inspiring stories of the Alliance and its members.

President Loeb thanked the Department for its work. He noted that focused communications are crucial and integral to all IA campaigns. The Communications Department contributes greatly to strengthening the Alliance's solidarity and political programs. It has built a robust program and developed the skills to tailor our outreach strategies appropriately. Vice President Miller echoed those remarks and noted that the Communications Department has become indispensable in certain organizing campaigns. The Alliance has achieved more immediate successes in organizing based in part on effective communications.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams and ICAP members Alan Rowe, Kent Jorgensen Paul Dean, Jr., Sheila Pruden and Eddie Raymond reported on the recent activities of the Education and Training Department which works primarily in three areas – Union Leadership Training, Craft Skills and Safety Training, and Student Outreach.

### Craft Skills and Safety Training

*Audio Visual Training*

Representative Adams reported on the IATSE AV Essentials Training, which teaches principals of audio visual work, shows practical applications, and gives opportunity for student practice.

Since the January General Executive Board Meeting, the IATSE Training Trust Fund has sponsored AV Essentials classes for Local 31 in Kansas City, and Local 13 in Minneapolis/ St. Paul. Representative Adams has assisted Locals 8, 15, and 99 with locally produced AV Essentials and Train-the-Trainer classes, and Locals 8, 15, and 99 have all presented these classes multiple times on their own. In the coming months, Representative Adams will assist Local 631 in Orlando with their second class, and Local 107 in Oakland, California and Local 115 in Jacksonville, Florida with their first classes.

Representative Adams, along with IATSE Training Trust Program Coordinator Luz Vazquez, have accomplished major revisions to both the AV Essentials workbook materials and the Trainer's Guide, which helps guide Locals through the process of presenting the course. To aid in learning and presenting materials in the most professional manner possible, all of this material is now IATSE Training Trust "branded", and presented in spiral bound books.

To date, two-hundred seventy-five IATSE – represented workers have completed both the four-day AV Essentials class, and the online InfoComm classes necessary to receive an InfoComm/ Live Event Technician Certificate, and more members are in the pipeline.

*InfoComm*

The International's partnership with InfoComm International now permits IATSE workers to have free membership in InfoComm, giving them access to online courses and other perks. As of July 6, 2016, well over two thousand IATSE workers are enrolled in the partnership. The International once again had a presence at the annual InfoComm show this year presenting not only floor demonstrations

but also a panel on Safety in the Entertainment Industry lead by ICAP Members Rowe and Jorgensen. Representative Adams is now a member of InfoComm's curriculum department team for live events. The partnership continues to be very worthwhile.

*IATSE Craft Advancement Program (ICAP)*

ICAP Chairman Rowe reported on the activities of the ICAP, which serves the IATSE by advocating and educating to keep workers both safe on the job and trained with the most up-to-date skills possible, ensuring that their livelihoods are secure. To accomplish these goals, the ICAP's work is focused in three major areas: supporting the IATSE Training Trust Fund, facilitating the IATSE/USITT/ OSHA Alliance, and coordinating standards writing.

The members of the ICAP and the Locals that give them the support to do this work are Joe Aldridge (Local 720), Paul Dean, Jr. (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728).

ICAP continues to work closely with the IATSE Training Trust to present calendared OSHA 10 classes, and to coordinate assistance for members and Locals who are preparing to take certification exams, such as ETCP. All of the ICAP members spend time helping to develop classes for the Training Trust Fund, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons.

As announced at the January General Executive Board Meeting, the ICAP is expanding the IATSE's program in order to train OSHA compliance and consultation officers. Interest in this program has come from cities and regions all across the United States including Miami, Atlanta, New Orleans, Houston, Dallas, Kansas City, San Francisco, and Las Vegas. The ICAP recently provided this training to OSHA staff in Philadelphia and New York City. This training gives the OSHA personnel the insight to correctly evaluate the type of work environments and unique situations in which IATSE varies from more traditional industries.

In 2015 there were major changes in standards writing when PLASA North America, the organization formerly responsible for creating American National Standards (ANSI) for the entertainment industry, dissolved their relationship with PLASA UK and resumed operation under the previous name of ESTA (Entertainment Services and Technology Association). The work of ESTA directly affects the crafts of the IATSE and Chairman Rowe noted the importance of member Locals continuing their sponsorship of ESTA and/or participating in the standards writing process.

The second round of National Electrical Code (NEC) Panel 15 meetings for the 2017 revision were held this past November in San Diego. Brothers Eddie Kramer (Local One) and Alan Rowe (Local 728) were there to protect IATSE interests. The scope of Code Panel 15 covers Theaters, Motion Picture Studios, Carnivals and Fairs, and other places of Assembly where the IATSE works.

*Entertainment Technician Certification Program (ETCP)*

While the number of newly-certified IATSE members continues to grow, the non-union certifications are also increasing, as the ETCP program becomes more popular. This is good news for industry safety overall, but Brother Rowe advised that this should be a wakeup call to IATSE members and Locals. IATSE-represented workers are encouraged to receive ETCP certification and Locals may consider organizing the non-represented ETCP-certified technicians in their towns.

President Loeb interjected to those present and to members reading this Bulletin to increase their ETCP certifications. He implored Locals and as many members as possible to take the ETCP test, stressing that the IATSE must be the go-to labor force. He noted that many employers now require this certification. Thus, Locals that have members who are ETCP-certified have shored up their jurisdictions. Locals, may also identify who is performing this work and consider bringing them into membership.

As reported at the January General Executive Board Meeting, the ETCP has been working on a new electrical certification called The Power Distribution Technician Certification. Intended for persons who are working with portable power systems, this certification will be beneficial to IATSE Local Unions, Employers, and members.

Due to overwhelming interest, the ETCP Portable Power Distribution Technician examination will be offered at over 190 testing centers in North America beginning July 15 for computer-based testing. There is no application deadline and once a candidate is approved he/she can usually test within a couple of weeks, depending on candidate volume.

ETCP is also offering the examinations via paper and pencil in the following cities in August 2016:

Orlando, Dallas and Phoenix. Please contact Meredith Moseley-Bennett, etcp@esta.org to register for the exam.

Members who are interested in the certification can find more information and the 2016 PPDT Application, at http://etcp.esta.org/ppdt

*lynda.com*

Director White announced that the IATSE will continue to offer premium annual lynda.com subscriptions at a significant discount for a second year.

Over 6,400 members are enrolled in lynda.com. These members have viewed over 87,000 videos and earned over 900 certificates of completion, in courses that improve both craft related skills and leadership skills. Courses in DaVinci Resolve, Photoshop, SketchUp, Final Cut Pro, and Avid Media Composer are a few of the most popular lynda courses with IATSE members, as these courses help members to meet the needs of some of the ever-changing technologies in the entertainment and exhibition industries. Courses such as Time Management, Body Language for Leaders, Influencing Others, and Strategic Negotiation help Local officers hone their leadership skills so that they may provide the finest representation possible to the workers they represent.

A yearly subscription can cost up to $350 dollars, but IATSE members in good standing and local union staff can purchase year two subscriptions through their local unions for $25. Year two subscriptions begin September 1, 2016 and end August 31, 2017. Director White noted that many members have already enrolled for year two subscriptions, and that additional information can be found on the IATSE website and in the second quarter issue of the Bulletin.

**Student Outreach**

*Roundabout Theatre*

Director White showed an engaging video about "Hidden Career Path Days" which are presented in conjunction with the Roundabout Theatre Company. The video was filmed during "Hair and Makeup Day" and included footage from several events, which expose New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers. Students meet on six different days throughout the year to learn about Electrics, Stagehands, Sound, Wardrobe, and Hair and Makeup, and this year the program was expanded to include a day for Front of House. Director White expressed special thanks to Local One President James J. Claffey, Jr. for going out of his way to coordinate Local One members working at the top of their fields as presenters, to Local 751 President Lawrence Paone and Local 306 President John Seid, for both coordinating member involvement and for sharing their time and expertise personally with the students for our first Front of House Day, and to Local 764 Secretary-Treasurer Martha Smith and Local 798 Secretary-Treasurer Cynthia O'Rourke who regularly turn out members who go above and beyond to give workshops. Most of all, thanks to the members themselves, who graciously volunteer their time.

In addition to volunteering as presenters for these "Hidden Career Path Days", IATSE members appear at various high school college and career days, helping the workers of the future learn about the union and the jobs IATSE workers do.

Director White announced a new program, also in conjunction with the Roundabout Theatre Company: The Theatrical Workforce Development Program (TWDP), a program that will train recent New York City public high school graduates to enter the workforce. The IATSE Education and Training Department is consulting with Roundabout on curriculum and will coordinate mentors from IATSE membership for the students. Mentorships will be a key element of the program, which starts in September 2016. The Education and Training Department is currently recruiting volunteers from the IATSE membership. Members, interested in becoming a mentor can contact Jennifer Halpern at the IATSE General Office.

*Road Show*

This presentation, which teaches the connection between strong unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a particular city to present to their members. Family, friends, and other community members are also welcome. Attendees come away with a much greater appreciation of both the union movement and the local union's role in it. There are versions for both Canadian and U.S. Locals. Recently, the Roadshow was presented to the Local 600 National Executive Board, and met with very positive evaluations. It is also part of every IATSE Officer institute and is available free of charge to all local unions on request.

*College Outreach*

The USITT Conference attracts college students from around the United States, and is a great way to connect with the workers of the future. Director White reported that a more coordinated approach to this event was undertaken this year, in order to maximize

communication with members of the future, who are graduating from college and graduate school.

Representative Adams led a panel of IATSE workers featuring ICAP Member Raymond, Local 887 Business Agent Delia Mulholland and Representative Bateman in which students could hear information about the IATSE and its role in guaranteeing a middle class life for workers in the entertainment industry.

Also at USITT, as part of the OSHA Alliance, members of the ICAP presented an Entertainment Industry OSHA 10 class at the 2016 USITT Conference in Salt Lake City on March 14 and 15. This outreach demonstrated to students and educational faculty in attendance the IATSE's commitment to safety for the entire industry and the benefits that are part of belonging to a union.

All of this outreach was in addition to the International's popular booth on the tradeshow floor, and the involvement of several of IATSE local unions – notably Locals One, 99, 764, and USA829.

*CreativeFuture*

Director White outlined a new collaboration with CreativeFuture, an advocacy group which promotes the value of creativity in the digital age and works in opposition to the for-profit digital theft of creative work (digital theft). The Education and Training Department has teamed up with CreativeFuture to tailor the IATSE Training Trust "Train-the-Trainer" model to the CreativeFuture message in order to teach IATSE members about ethical digital citizenship so that they may present this message to and effectively engage young people in their communities in a dialogue about digital piracy. A pilot "CreativeFuture Train-the-Trainer" was presented for twenty IATSE members on May 19, taught by Dr. Mark Johnson and CreativeFuture's Allison Smartt. Four members volunteered to practice what they learned the next day, May 20, when they presented to approximately 100 fifth grade students at P.S. 346 in Brooklyn, New York. Director White noted that the pilot session was informative, the program is in the process of being fine-tuned, and will be incorporated into other outreach activities this fall. Director White expressed special thanks to Ryann Lynch (Local 764), Vincent Galindez (Local 600), Cindy Gardner (Local 798), and Dennis Fierman (Local 700) for volunteering to participate in the pilot presentation.

**Union Leadership Training**

Assistant Department Director Cavanagh reported on the IATSE Officers Institute, the Financial Subsidy Program for "1.0" sessions, and the Advanced Officer Institute, known as "2.0".

*IATSE Officer Institute*

The IATSE Officer Institute, "1.0", has been held twice since the January Board Meeting. The first 2016 session was from March 7 – 11 in Cambridge, Massachusetts and the second 2016 session was from May 9 – 13 in Austin, Texas. This original comprehensive week-long training, has continued to be popular. Since it was launched in 2014, the Education and Training Department has presented eleven Officer Institute sessions, and has brought together participants from diverse geographies, crafts, and sizes of Locals over eleven sessions. Four hundred seventy-four local union representatives from one hundred fifty-nine local unions have graduated from the program so far, representing eighty-four percent of our membership.

As reported at the January 2016 General Executive Board meeting, the participation of the smallest Locals has been a challenge. To address this, the Board approved thirty financial subsidies, ten for each session, to defray the costs of lodging for local unions with less than two hundred and fifty thousand dollars in gross receipts during the previous year. Local unions must apply and are limited to two subsidies per year. To date, nineteen subsidies have been awarded to local unions for the first two Officer Institute sessions. The Vancouver session, which will be held from October 17 – 21 is the International's first joint US/Canadian session and it is filling fast with a good mix of US and Canadian students.

*IATSE Advanced Officer Institute, "2.0"*

This course was developed in response to the many requests for more in-depth study on the topics covered at the original IATSE Officer Institute, particularly for continuing study in the area of Organizing and the role of Secretary-Treasurer. The inaugural 2.0 held at the Maritime Institute in Baltimore, Maryland, in February, had a graduating class of seventy-three officers from thirty-nine different local unions and was very popular.

Topics covered in the Organizing class include analytical targeting and strategies, real-world applications and advice from successful organizers, communication and messaging, labor law for organizing, running elections, tactical planning, and mentored individual work with focus on actual organizing targets in students' own jurisdictions. Topics covered in the Secretary-Treasurer class included labor law for Secretary-Treasurers, IATSE International Constitution and Bylaws, maintaining

the books and records of IATSE local unions, keeping the minutes of the meeting, budgeting for local unions, filing government forms, the trustee audit, and fraud prevention. By popular demand, a second session of our Advanced IATSE Officer Institute 2.0 is scheduled for November 30 – December 2, 2016, in Las Vegas, Nevada.

Applications and information about all Officer Institute programs are on the website and in the Bulletin.

*The Labor Education Assistance Program (LEAP)*

This program continues to be very popular, and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. It was noted that information about LEAP is available on the IATSE website. The total program spending to date (since September 2009) is $72,260.52 in Canada and $96,001.93 in the U.S. for a grand total of $168,262.45.

*Education Session at the General Executive Board Meeting*

The summer 2016 session, "Political Activism in Your Local Union", led by Arthur Matthews of Cornell University and the Clinton School of Public Service laid out the opportunities and plans for all IATSE local unions to increase political engagement, and encouraged leaders to engage members and build upon the Pillar of Activism. A closed session by the IATSE Training Trust Fund followed for Vice Presidents and International Representatives.

*IATSE Staff Training*

In April, IATSE Vice Presidents and Representatives along with President Loeb and General Secretary-Treasurer Wood attended a three-day staff training session. The group previewed and commented on the Strategic Training and Readiness (STAR) training module for district education sessions, participated in workshops on Communication and Messaging for Unions, and worked together on advance planning for the 2017 Convention.

*District Convention Education Sessions*

The 2016 District Convention Trainings continue the focus on strong local unions by applying STAR. This curriculum lays a foundation for increased local union organizing, with an emphasis on the first step of educating leaders, preparing the membership, and strengthening the local union internally. The report shared three major components of the training: a look at the IATSE's history of organizing and growth; a workshop on effective language to better communicate the value of joining in union and; learning about the value of Continuing Organizing Member Education and Training (COMET) as a tool to help explain the need for organizing to local union membership. The goal is to help Local leaders to be better able to make the case for organizing at their Locals, dispel hesitations among their members, and begin or increase their efforts toward organizing unrepresented workers. So far, the training has been presented at Districts 1, 3, 4, 5, 7, 8, 9, 10 and 14 with Districts 2, 6, 11, 12 to follow in August through October. Twenty-one local unions have requested COMET training thus far as a result of the District training, and request cards are available at this meeting.

Each of the Four Pillars—Leadership, Activism, Craft Skills and Safety and Communication all are at the forefront of the Department to help create a stronger IATSE.

President Loeb remarked that this Department was established and supported to build strength in the Alliance. Its mission is to provide the education training and skills so that Locals grow secure jobs and their jurisdictions. President Loeb expressed appreciation to ICAP, especially Chairman Rowe. He noted that the work of the ICAP on industry standards, especially the training of OSHA compliance officers regarding standards for IATSE crafts is significant. He observed further that the Department's outreach is fantastic noting particularly that the outreach reflects the diverse labor force. President Loeb remarked this is education for the next generation of people who consume the products and services the members make. Thus, this outreach benefits our members. President Loeb especially highlighted that eighty-four percent of the International's members have at least one officer who attended the IATSE's leadership institutes, which is very significant and encouraging. These education and training initiatives have changed the IATSE. President Loeb encouraged every Local to attend these trainings in order to represent the membership to the best ability.

President Loeb concluded that the International is focused on Growth and Strength. "We owe the members our best." He expressed sincere appreciation to the Department, especially Directors White and Cavanagh who do an incredible job.

PRESIDENT LOEB: Microphone 5.

DELEGATE EDWARD AVILA, Local 600: Mr. President, I'm Eddie Avila, the National Secretary-Treasurer of Local 600, the International Cinematographers Guild.

I'm here to thank you for the expansion of the IATSE Officers Institute to include specialized training for Secretary-Treasurers.

I also owe my gratitude to General Secretary Wood who took on a direct role as an instructor in the course. I attended Officer Institute 2.0 in December 2016, in the wake of the disaster of last year's presidential election.

One of the many consequences of that wrong turn has been the appointment of Alexander Acosta as United States Secretary of Labor. As you know, Mr. President, the priorities of Secretary Acosta are reflected in the budget of the Department of Labor. The budget for the next fiscal year reallocates resources in such a way as to limit the Department of Labor's ability to protect workers from unsafe and unfair workplaces and increases its funding of the Office of Labor Management Standards, which oversees the financial disclosures required of our unions.

The lessons learned in 2.0 will help us to assuage our concerns in this dark time.

By instituting Secretary-Treasurer training, you are doing a tremendous service to our Locals and to the entire rank and file of the IATSE who depend on stable Locals, free from shock and disruption, to enforce contracts and to serve their many other needs.

I also want to thank Robyn Cavanagh and Pat White for their warm and personal approach to their students, and for their follow-up and continued guidance after the formal instruction is completed. I also offer thanks to all the instructors and give a special thanks to auditor James Heinzman for presenting an inherently dry subject with his comedic flourish that kept us all engaged.

I hope that every Local in the IATSE will take full advantage of this opportunity which you have provided. Thank you, again.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 1.

DELEGATE CYNTHIA B. O'ROURKE, Local 798: Mr. President, I am Cynthia O'Rourke, delegate from Makeup Artists and Hair Stylists, Local 798. I want to speak regarding the Roundabout Hidden Career Path Days.

I want to thank President Loeb, Education Director Patricia White, and Education Outreach Coordinator Jennifer Halpern for promoting and organizing these type of workshops. They act as a student outreach effort, and I know the students enjoy the peek into our various crafts. But I want to emphasize the flip side, which is how much our members get out of the experience. Every makeup artist and hair stylist who has participated over the past few years has given overwhelmingly positive feedback on their experience. They love sharing their craft with interested young minds and, in volunteering, they discover the rewards of giving back.

I believe this is one of Local 798's most successful volunteer efforts. We never have difficulty finding interested members, just members who are available and don't have prior work commitments.

Making time to share our crafts and mentor the next generation, I believe, feeds the creative soul, and I urge other Locals to seek out and get involved in similar outreach efforts, not only for the impression it has on the next generation of entertainment workers, but for how rewarding the experience is for our members themselves. Thank you.

PRESIDENT LOEB: Thank you.

*(Applause)*

Microphone 4.

DELEGATE BRUCE L. HUDGENS, Local 115: Mr. President, Bruce Hudgens, Local 115, Jacksonville, Florida. I want to thank you for your leadership and foresight in setting up the Education and Training Programs Department, and especially want to thank the trainers and staff members of that department, specifically, representatives Joanne Sanders and Ben Adams who came to our Local and presented the customer service training and AV essentials. Thank you.

PRESIDENT LOEB: Thanks.

*(Applause)*

Microphone 2.

DELEGATE OMAR A. SABEH, Local 107: Omar Sabeh, Business Manager for Local 107, Oakland, California, first-time delegate.

On behalf of Local 107, I would like to thank President Loeb, Pat White, Robyn Cavanagh, Liz Campos, and mostly, Ben Adams, in leading the way in training and education for brothers and sisters of the IA.

When I took office as business manager in January of 2017, I asked my predecessor, Kurt Dreyer, "Where's the guide to being the Business Manager?" He told me what his predecessor told him, "You're sitting on it, it's the seat of your pants."All of you have changed that, with the inclusive Education Department and Training Trust.

My first training was the Young Workers, which sparked my interest in getting involved with Local 107's politics and office. My second training was Officers Institute, which inspired me to get involved with organizing and leadership. AV Essentials was the next, with Ben Adams. Ben took 28 technicians and sparked their interest in AV work and gave them confidence in themselves and their skill sets. Finally, Officers Institute 2.0 gave me the confidence in myself to take on the role as business manager for my Local.

I thank you all from the bottom of my heart. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

DELEGATE DELIA MULHOLLAND, Local 887: Mr. President, Delia Mulholland, Local 787, Seattle. I'd like to commend you for the increased IATSE involvement and presence at USITT conference. As an IA member occasionally assigned to this event, I have seen a notable change in how the students relate to the IATSE. They are increasingly approaching the tradeshow booth, not just with curiosity, but with "How can I become part of the IATSE?"

IA reps Adams, Hartnett, Lawlor, and Kiracofe are terrific at engaging the students and demystifying the IATSE. The students are learning that, when they become professionals in the industry, they, too, will be proud IATSE members. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE FRANCIS R. LAZARTO, Local One: Mr. President, Frank Lazarto, Trustee of Local One. I've had the opportunity to take advantage of both LEAP funding as well as the IA Officers Institute, and I'd just like to thank you, Mr. President, Pat White, and Robyn Cavanagh, and the entire Education Department for providing all of us with the tools needed to enhance our leadership abilities, skills that I think are essential to grow this great Local .

I had the opportunity, also, earlier in the week to take part in the leadership training and Kim Cook said something very interesting that stuck with me all week. She said, "People don't always remember what you say, but they'll remember how you made them feel." And Mr. President, I've been listening all week and I feel pride, and I'm proud to be a Local One member and I'm proud to be an IA member. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you, Frank.

Microphone 3.

DELEGATE LYNN S. JACKSON, Local 772: Thank you, Mr. President. Lynn Jackson, Local 772. I would like to thank you and the IA for your visionary efforts in the Training and Education Department and the Training Trust Fund. I'd also like to thank Sisters Patricia White, Robyn Cavanagh, Jennifer Halpern, Liz Campos and, recently, Sister Delia Mulholland for their tireless efforts and work in developing and executing the best training programs to help us to be better at what we do and to better serve our unions. Thank you.

*(Applause)*

PRESIDENT LOEB: Thanks.

Microphone No. 2.

DELEGATE EDWARD L. RAYMOND, Local 16: Mr. President, Eddie Raymond, Local 16. It has been my profound privilege and honor to be a member of the ICAP Committee since you founded that committee eight years ago, working with the Education and Training Department, Pat White, Robyn Cavanagh, with the Training Trust and Liz Campos, doing the AV Essentials with Ben Adams.

The ICAP Committee had a vision eight years ago that has been exceeded at this point, and the entire committee is incredibly proud.

I'd like to single out one person who, over the last, especially, five or six years has stepped up, and often

goes unnoticed because he's very quiet and doesn't blow his own horn; and I'm here to do it.

Alan Rowe is the Chairman, and he herds the cats better than anybody I've ever seen herd cats. He takes notes and he pushes us forward, he makes sure that the things we commit to get done, and he represents us at the GEB on a regular basis. And I just want to make sure that he gets the recognition from the brothers and sisters and from the ICAP Committee for the hard work he's put in all those years. Thank you, Alan.

*(Applause)*

PRESIDENT LOEB: Thanks, Eddie.

Alan does a great job, as does the entire ICAP Committee. Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Broadcast Department"

## IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England and International Representatives Steve Belsky, John Culleeny and Fran O'Hern reported upon recent activities of the Department. Department Director England began by briefing the Board on the increasing number of changes taking place in the broadcast industry, particularly with respect to delivery of content. A Federal Communication Commission (FCC) auction of television station bandwidth is currently underway. The results of this effort are not yet public but it seems inevitable that portions of the current television bandwidth spectrum will be repurposed for other uses. Following the auction, remaining stations will be restacked or become subscription, cable, satellite, and Internet services, rather than available over-the-air. As a result, consumers may be left paying for content delivered through telecom or other television distributions system, which was once free. Television airwaves for the benefit of the public at large may become more and more scarce.

Recent agreements between traditional broadcast networks and streaming content subscription services have resulted from the transition of the distribution system as a whole. This process will accelerate if the FCC issues guidelines for multi-platform set top boxes. Multi-platform set top boxes will allow any device to receive all forms of distribution (cable, satellite, or web-based).

IATSE Locals that negotiate with media companies in traditional studio broadcast settings have often faced the prospect of automation and job consolidation. Recently, collective bargaining negotiations surrounding traditional studio settings have become even more contentious in light of these industry changes. In Seattle, for example, Local 600 Representative Dave Twedell has been fighting to keep photo journalism and the union's contract alive. The Seattle City Council has called for support of the employees' efforts to attain a fair contract. Meanwhile, it was noted that some media companies operating broadcast stations may seek to abandon traditional news crews in favor of independent contractors, who will be dispatched to news sites by a mobile app.

For live sports productions, media companies have been experimenting with studio hubs for technicians who once always worked at event locations in mobile broadcast trucks. The Broadcast Department is currently in negotiations with its bargaining partners over how these changes will be handled.

It was also noted that restructuring within major broadcast companies has resulted in shifting management arrangements. As an example, the Board was briefed on such changes within the San Diego region. It was noted that certain producers who have been great partners with the IA for many years are shifting roles. The Broadcast Department will continue to brief the Board on the emerging state of broadcast businesses.

*Local 100, New York*

Local 100 recently concluded successful negotiations with the YES Network for employees working at home shows, the YES Network Studio, other Fox sports network away feeds, FS1, and FS2. The New York region was the last regional sports network that was not participating in shared or dual feed production. Those productions were added this summer. Local 100 and YES Network negotiated and worked cooperatively to mitigate any losses that might result from working with these types of production.

*Local 119, San Francisco Bay Area and Sacramento*

In January 2015, IATSE Local 119 Business Agent Dan Nicholson, together with labor relations consultant and IATSE member F.X. Crowley, and various San Francisco city officials worked on prevailing

wage legislation that will establish area standards for broadcast work performed on city-owned, operated, and leased property. This process took over a year and involved multiple meetings and discussions with municipal agencies and Local stakeholders before consensus was reached on the proposed ordinance. In February 2016, the San Francisco Board of Supervisors passed the new prevailing wage ordinance unanimously. It ensures wage and benefit area standards for broadcast technicians. This legislation complements existing San Francisco prevailing wage ordinances, which cover stagehands and other crafts. It is believed that San Francisco's ordinances are the only prevailing wage statutes in the nation covering these specific trades.

*Local 745, Minnesota*

Local 745 has been active at organizing within its jurisdiction. Several years ago, Local 745 had only one contract with a regional sports network. It now has reached agreements with virtually all major crewing companies within its jurisdiction. Local 745 also recently gained a showing of majority support among employees working as statisticians in its territory. Therefore, statistician employees are now covered by existing collective bargaining agreements in the Twin Cities market.

Discussions recently concluded concerning jurisdiction over work at the new U.S. Bank Stadium, which will be home to the Minnesota Vikings. IATSE Local 13 has agreed that Local 745 broadcast technicians will staff broadcast and certain in-house video positions. International Representative Joel Youngerman, Local 13 President Bill Devins, and Local 13 Business Agent Matt Rice were recognized for their foresight in working out this jurisdictional arrangement.

*Local 762, Chicago*

Local 762 recently concluded negotiations for a successor contract with crewing company Program Productions, Inc. The new contract, which primarily covers individuals working on broadcasts for Comcast Sports Net Chicago contains increases in wages and benefits and has been ratified by Local 762's members.

*Local 793, Washington and Oregon*

Local 793 continues to strengthen the solidarity of its members in Oregon and Washington. The Local's Business Agents have improved communication with members and employers, and have coordinated organizing efforts on one-off events within the Local's territory. The Local also recently sponsored a National Benefit Fund forum in Seattle and Portland. All IATSE members in the area were invited to attend. A National Benefit Fund representative answered questions regarding benefits and plan options available to participants. Topics included the rules and administration of the health and retirement plans, as well as common questions about changes related to Affordable Care Act compliance.

*Indianapolis, Indiana*

Broadcast Department Representatives and Local bargaining unit employees in Indianapolis have met several times with representatives from the Indianapolis Pacers organization to settle the details of a first contract for broadcast technicians working on Pacers games and other events at the Bankers Life Fieldhouse. Steady progress toward achieving a tentative agreement has been made, but economic details are unresolved. The bargaining committee is committed to achieving a fair deal and expect to do so soon.

**Regional Sports Network Negotiations:**

*Fox Regional Sports Network*

Negotiations are under way to unite four separate Fox Sports Net regional collective bargaining agreements into a single contract. Employees covered by these four regions include Los Angeles (represented by Locals 600, 695, 700, 800, and 871), San Diego (represented by Local 795), Arizona (represented by Local 748), and Texas (represented by Local 796). Members and officers from those regions have come together to prepare joint proposals and bargain a universal agreement for their collective regions. Current contracts have been extended during negotiations with compensation increases during the extension period. Negotiations are progressing on all issues. Once completed the contract will be ratified by all Locals involved. The resulting agreement is expected to build the Alliance's strength in those regions.

*Big Ten*

As previously reported to the Board, the IATSE now has a current collective bargaining agreement with the Big Ten Network covering work performed in Wisconsin and Minnesota. As the contract has been implemented, officers of the Locals and Big Ten management have cooperatively solved problems. It is expected that this will continue to develop into a mature bargaining relationship.

*Golf Channel*

Since the last report to the Board, the IATSE

has strived to ensure that its collective bargaining agreement with the Golf Channel has been fully implemented. Those efforts have been strained by various management faults. Consequently, the Alliance has filed multiple grievances and unfair labor practice charges, which are currently under investigation. Additionally, the National Labor Relations Board (NLRB) regional office in Atlanta has ruled that the results of a decertification election held in 2015—which the IATSE prevailed in—will be set aside and a rerun will be conducted at a future time. The NLRB regional office found that a rerun is necessary because Golf Channel failed to provide an accurate list of eligible voters and complications arose due to mishandling the ballots.

It was also noted that over one hundred Golf Channel employees who would not otherwise enjoy employer-provided health care are now receiving those benefits through participation in the IATSE National Health Plan. And for the first time, in June 2016, Golf Channel employees received a pay raise because of their IATSE contract. Employer healthcare contributions to the IATSE National Benefit Funds have also increased.

*Additional Activities of the Broadcast Department*

The Broadcast Department has developed a fiber optic training class currently being offered to broadcast technicians and stagehands. The class, which has received support from the IATSE Training Trust, has thus far been offered in Minneapolis, Seattle, Dallas and Houston. Recurring trainings will be held in more cities. The class has received positive reviews. The Department also continues to offer steward training to local unions. Multiple Locals have taken advantage of steward training this year. Many officers of the Alliance's broadcast Locals have now also taken advantage of the IATSE Officer Institute. Without exception, those individuals have reported that they returned better prepared to lead their Locals and more confident with their expanded skills. Since many broadcast departments are relatively new, the Officer Institute has been a valuable resource.

Representatives of the Broadcast Department also briefed the Board on numerous ongoing organizing drives in various parts of the country.

President Loeb thanked the Department for its report and noted that there has been tremendous growth within this sector of the Alliance. There will continue to be growth and the IA will continue to closely follow changes in the broadcast market.

PRESIDENT LOEB: Microphone 3.

DELEGATE NATHAN T. COX, Local 675: Mr. President, Nathan Cox, Local 675, Eugene, Oregon. Mr. President, I would like to thank you and International Broadcast representatives John Culleeny and Broadcast Director Sandra England, in assisting Local 675, Local 28, Local 15, and Local 793 in a joint effort to provide a basic fiber optics training course for our broadcast and AV sisters and brothers.

The future of broadcast sports and AV is video streaming. Keeping up to date and proficient in the modern fiberoptic delivery systems is essential to our working sisters and brothers in a quickly changing broadcast in the AV environment.

The fiberoptics classes were a successful effort of four Locals in three cities in District 1 that worked together to provide access to everyone interested. We hope to see more of these in the future.

Thank you, Mr. President, for your continued dedication to the Pillar of Craft Training.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE DAVID WHITFIELD, Local 317: Thank you, Mr. President. My name is David Whitfield. I'm the newly elected and very first Business Agent for Broadcast Local 317 in Indianapolis, Indiana.

*(Applause)*

Which happens to be the very newest chartered Local within the IA.

For those of you who might be a little bit unfamiliar with really what broadcast is in your association, I just wanted to say, next time you're sitting at home in front of your television and you're watching broadcast sports, or you're sitting in a bar and you look around at those 25 different flat screens in the bar and there are sports going on, that's us. We are there. We are bringing that to you.

And in Central Indiana we never had any union representation until just recently. It all came about starting in November of 2014 when International Representative John Culleeny came to Indianapolis just to talk to us.

There were actually only about three of us that were there who were active members of the broadcast community at that time, and we decided that if there's

anything going to come of this, we were going to have to get more people involved.

We decided we would have another meeting in about two or three weeks, and we ended up getting about 25 people there.

We had a nice discussion. Wanting to do our due diligence, we decided that as interesting as the IA sounded to us from John's presentation, we decided we needed to do our due diligence, and we talked to NABET, had a meeting with them. We had a meeting with the IBEW. And we were pretty much convinced at that point that the IA was the way we were going to go, but we decided we wanted to have at least one more meeting with them.

John at that time brought in representatives from Arizona and Milwaukee and Minnesota, as well as one of only four people in the room, who ended up being a woman, and that was Sandra England. And without any other statement, I have to say, Sandra sold the IA to Indianapolis that evening. The first time we had met her.

*(Applause)*

I will also say that I actually thought that Sandra was probably an anomaly within the association until I came here this week and saw the presentations by the women of the IA. I've been more than impressed by the participation, the presentations by the women of the IA. And I congratulate you all for that.

I have to say that through all this process, which had been about a two-and-a-half-year process, we ended up with a contract which would have been with the Indiana Pacers, but they decided they couldn't handle us, so they deferred to FOX.

Through the diligence of Sandra and Steve Belsky and Fran O'Hern, we now have a contract with FOX for Indiana Pacer games. And we're part of the Regional Sports Broadcast network.

And in addition to that, we've been recognized by the Big Ten Network, and also Program Productions, who is a Local crewer throughout the country.

And none of this could have been possible without not only the International Representatives, but the other chapters of the IA through the Midwest that are involved in broadcast. I thank all of you.

I also want to thank Local 30 of the Stagehands who have been very cooperative, along with everyone involved.

Thank you, thank you, thank you. We look forward to being a part of your great organization.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 3.

DELEGATE BARRY SCHIMMEL, Local 119: Thank you, Mr. President. Sisters and Brothers, my name is Barry Schimmel. I am the newly hired, full-time Business Agent for Local 119 in the Bay Area.

It is an understatement to say that I joined IATSE Local 119 at an interesting time in both my life and in the lives of millions of Americans.

Dickens' quote comes to mind. "It was the best of times; it was the worst of times."

I began working for Local 119 on February 6, just two weeks into the national bad dream that is 45. Our contract was set to expire on February 28th, and negotiations had begun but had not yet reached a conclusion. Since that time, I am pleased to report to this convention that this past Thursday Local 119 members ratified the a three-year agreement.

There are several people that deserve the credit for our new agreement starting with International Director of Broadcast Sandra England and International Representative Steve Belsky. Thank you for your invaluable leadership and assistance through this round of contract negotiations.

I'd also like to thank Local 119 Executive Board for having the wisdom and the vision to offer me this opportunity and for their continued support and confidence.

President James Mansfield, Vice President Mike Ratusz, Treasurer Matt Johnson, Recording Secretary Janice Baker-Kinney, and Business Agent Dan Nicholson. They have all welcomed me warmly and worked diligently, collaboratively, and creatively to find ways to achieve the contract goals they set.

While we may not have accomplished all of them, at the end of the day I believe it is one members can be proud of.

Special things to F.X. Crowley for his continued mentoring and friendship these first several months.

Today, back in San Francisco, our Local is conducting its nomination of officers meeting. And as

we head into our next election cycle, I look forward to sitting down with the new board helping them chart a course for the next three years. This includes setting goals and objectives that align with those of President Loeb and the International, as well as working with the other Bay Area, Northern California, IA Locals, and the rest of the Bay Area labor community.

Make no mistake, there's is much for all of us to do. But going forward and having attended this convention and witnessed firsthand President Loeb and the entire IA family's absolute commitment to inclusion, to diversity, to education, to organizing, and to labor solidarity, I am more energized and optimistic about our ability and our resolve to meet all the challenges ahead than I have been since November 7, 2016, the day before the Earth stood still.

Arm in arm with our Brothers and Sisters around the IA universe, we will succeed, we will thrive, and we will persist. Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Canadian Affairs Department" (Gavel)

## IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Peter DaPrato, Jason Vergnano, Krista Hurdon and Jim Brett, CLC Delegate Kelly Moon, Canadian Legal Counsel Ernie Schirru and District 11 Representative and IATSE Local 709 President Andrew Best reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Hollywood, Florida (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a multitude of tasks ranging from organizing to collective bargaining to activism. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

*Local 58 Toronto – Stage*

Local 58 recently reached a tentative renewal collective agreement with its third largest employer, Exhibition Place. Exhibition Place is a 192 acre venue in downtown Toronto. It is the home of the Canadian National Exhibition as well as Enercare Centre which is a 1 million square foot exhibition venue, the Allstream Centre which is a 43,900 square foot ballroom and meeting facility, the Better Living Centre and Queen Elizabeth Building which is a 263,000 square foot trade show and corporate event facility, the Biosteel Centre which is the Raptors training facility, BMO Field which is a 31,000 seat stadium serving as the home of the MLS Toronto Football Club and the CFL Toronto Argonauts, the Ricoh Coliseum which is a 7,800 seat arena serving as home to the AHL Toronto Marlies, the Queen Elizabeth Theatre which is a 700 seat theatre, Hotel X which is a 400 room hotel and many other venues. The agreement is scheduled for a ratification vote at the end of July.

*Local 63 Winnipeg – Mixed*

As previously reported, Local 63 commenced a lawsuit against the Canadian Football League which was being pursued with the assistance of the International Defence Fund. The lawsuit alleged a breach of contract arising from the CFL's decision to engage NASCO, a non-union contractor, to perform all labour in connection with the November 2015 Grey Cup half-time show after it had already entered into a contract with Local 63 to perform the work. This lawsuit was settled to the satisfaction of the Local in late January 2016.

*Global Spectrum/Spectra Venue Management*

The International assisted IATSE Local B-173 (front of house) and Local 129 (stage) with the negotiation of renewal agreements with Spectra Management covering the First Ontario Place Arena, Hamilton Place Theatre and the Molson Canadian Studio, all of which fall outside of the International Global Spectrum Agreement. Both Locals received increases of 3% per year with retroactivity back to the respective commencement date of each agreement. Local B-173 has ratified its agreement and Local 129 expects to do so soon.

*Local 168 Vancouver Island – Stage*

Local 168 continues to pursue several outstanding grievances with the Tidemark Theatre in Campbell River, BC, including two harassment grievances arising from the bad treatment of employees by the theatre manager as well as her role in trying to pressure employees to file to decertify the local union.

*Local 212 Calgary - Stage*

Local 212 is once again facing the prospect of a possible jurisdictional dispute with the Directors Guild of Canada over the editor position on a production entitled "Heartland" – a position that has historically been shared jurisdiction between the two unions. The Local has filed a grievance against the production. Although there is no consensus yet on the nature of the shared jurisdiction, Local 212 was able to ensure its members employment was maintained on the production.

*Local 262 Montreal - Operators*

Local 262 continues to be in the midst of a protracted dispute with Cineplex Canada, the largest operator of movie theatres in the country. The Local has eight agreements with Cineplex in the province of Quebec. Recent organizing successes have translated into the Local recently acquiring the bargaining rights for 90 employees at the Ste-Foy Theatre located in Quebec City and 110 employees at the Colossus Theatre located in Laval. Negotiations for a first collective agreement at each venue have been unnecessarily confrontational and have resulted in conciliation and arbitration in both instances. The parties have concluded litigation of the first contract arbitration and now await a decision from the arbitrator. The International continues to assist the Local throughout this process.

*Local 461 St. Catharines / Welland / Niagara Falls – Mixed*

Assistant to the President Sean McGuire recently assisted the Local in bargaining its three renewal agreements with the Shaw Festival covering production, facilities and front-of-house. This bargaining cycle was difficult given the Festival announced a substantial deficit from the previous operating season and was also in the midst of transitioning to a new Executive Director. The Local agreed to a one year freeze in exchange for raising the wages for some of the lower paid positions in facilities and front-of-house by 1.5%.

*Local 523 Quebec City - Mixed*

Local 523 acquired bargaining rights for employees working at Quebec City's Videotron Arena, an arena built by Quebec City but managed by Quebecor which in turn has engaged AEG Worldwide to run the day-to-day venue operations and programming. The Local has since been engaged in the negotiation of a first collective agreement. Multiple meetings have not seen any significant movement. In June 2016, the Local requested that the Ministry of Labour appoint a conciliation officer to commence formal mediation efforts. If these efforts fail, the next step will be filing for first contract arbitration.

*Local 709 Newfoundland / Labrador – Mixed*

The International chartered Local 709 in 2013 to address the requirements of the Newfoundland Labour Relations Act. In May 2016, Local 709 reached a first collective agreement with Production Rigging Inc., a stagehand supply company serving Mile One Arena and other venues throughout Newfoundland and Labrador. The contract contains all of the expected conditions dealing with overtime, rates of pay, benefits and will provide a solid foundation to move forward and build upon. The Local will be taking into membership approximately twenty-eight stagehands and expects that number to grow as the employer's business expands.

*Local 849 – Motion Picture Technicians – Maritime Provinces*

After a lengthy legal process, Local 849 was successful in organizing Egg Studios (formerly Egg Films) and achieved a first agreement through binding arbitration. After the expiry of that imposed agreement, Egg locked out the members of the Local. The Local filed charges with the Labour Board in Nova Scotia alleging Egg had bargained in bad faith and the lockout was illegal.

On November 19, 2015 the Nova Scotia Labour Board rendered a decision on the Bad Faith Bargaining complaint filed by the Local. The Board held that Egg bargained in bad faith, the lockout was illegal, the Local was entitled to compensation for any work performed during the lockout and ordered the parties back to the table to bargain within sixty days. Egg refused to comply with the orders resulting in the Local once again going back to the Labour Board seeking an order for Egg to comply with the aforementioned orders. A settlement was reached in which Egg paid damages in the amount of $10,000 and signed a three-year collective agreement with the Local.

*Canadian Entertainment Industry Retirement Plan*

The Plan continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of $343 million and 17,707 participating members. Online banking was introduced in January 2016 so that members can now make contributions to RRSP or TFSA accounts online. CEIRP has expanded its communication with members through the creation of videos and quarterly reports sent electronically. CEIRP is preparing to launch a registered retirement income fund or RRIF to the Plan in the fall of 2016.

*IATSE Canadian National Health Plan*

On July 1, 2016, Great-West Life was renewed as the primary health benefits underwriter for the National Health Plan. The Plan now has twenty Locals participating and the total annual premium is approximately $24.6 million. The Plan continues to see some real synergies and was able to negotiate an overall increase of 8.84% for the Plan. The Plan's non-claims cost levels once again remain unchanged which allowed more premiums to be allocated to paying claims.

The second IATSE Canada Health Plan Stakeholder report was recently published for all participating groups. It contains Plan information for local plan administrators, with a focus on website tools available to members to view their plan information, research drug and claim options, and find information on a wide range of health topics.

*Temporary Foreign Worker Permit*

On February 17, 2016, Labour Market Impact Assessment (LMIA) exemptions for the entertainment industry were implemented by Immigration, Refugees and Citizenship Canada. This is the culmination of many years of consultation between government, film and television, and performing arts representatives to address negative repercussions to the entertainment industry arising from amendments to the Temporary Foreign Worker Program. The IATSE acted as the sole voice for labour throughout these consultations. These LMIA exemptions offer a faster and less expensive immigration option for productions employing foreign entertainment industry workers in Canada. These exemptions are under the International Mobility Program, and employers no longer need to use the Temporary Foreign Worker Program, which is under review due to problems arising in many other industries. To access the LMIA exemption, film and television productions must meet the criteria, which includes tax credit eligibility and the requirement for a letter of "no objection" from the union with jurisdiction of the classification being hired. All industry unions endorsed this exemption, and the IATSE will continue to work with government representatives to ensure smooth implementation of the new option. The Temporary Foreign Worker Program remains available, but most of the unionized sector has shifted to the International Mobility Program.

*State of the Union Motion Picture*

Film and television production experienced one of its best years in 2014/15. After posting growth of only 1.5% in 2013/14, the total volume of film and television production in Canada jumped by 19.6% to reach an all-time high of $7.1 billion in 2014/15. Domestic film and television production accounted for a combined 42% of total volume in Canada in 2014/15. It was followed in size by the Foreign Location Sector with a 37% share. Broadcaster in-house production accounted for the remaining 21% of film and television production in Canada.

About two-thirds of the growth in 2014/15 originated from the Foreign Location and Service Production (FLS) sector. A lower Canadian dollar certainly contributed to this. The other third of the increase in the total volume of production originated on the domestic side — most notably in the Canadian television production sector. The growth in this sector was fueled by higher levels of private financing linked to the increased opportunities to license Canadian television programs and feature films in other territories or on other platforms.

As noted above, the FLS production sector made the largest contribution to the industry's overall growth in 2014/15. The total volume of FLS increased by $774 million, or 42.4% in 2014/15. More than three-quarters of this increase occurred in British Columbia while Ontario and Quebec also posted increases in 2014/15. Both feature film and television production in this sector were up sharply in 2014/15; however, the majority of the gains was in television production, which rose by 67% to over $1.3 billion.

The second largest contribution to overall industry growth in 2014/15 came from the Canadian television subsector. The volume of production increased by $232 million, or 9.8%, pushing the total volume over $2.6 billion.

Although not based on formal statistics, the first six months of 2016 appears to be setting historical high levels of productions in a number of regions in Canada. The International tracks all IA productions in Canada and as of the end of June, there were 121 productions under agreement.

*Canadian Office Changes*

The Canadian Office has recently hired two new staff members: Jim Brett – International Representative and Liz Albert – Receptionist. In addition, the Canadian Entertainment Retirement Plan which is housed in the Canadian Offices located in Toronto, Ontario, hired an assistant to work with the Plan Manager. To accommodate these hires, the Canadian Office has undergone a number of renovations to modify the space.

The Canadian Office is also in the process of approving major renovations for the tenant which rents out the two first floors of the building and also renegotiating a renewal of the tenant's rental agreement.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and activism is particularly commendable.

"IATSE Legal Affairs" (Gavel)

## IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, Associate Counsel Adrian D. Healy, Associate West Coast Counsel Andrew Kahn, and Canadian Counsel Ernie A. Schirru reported on recent legal developments important to the Alliance.

The report first addressed recent U.S. federal court cases of note. Prominently described was Friedrichs v California Teachers, a Supreme Court case on the constitutionality of union security in the public sector, which was previously reported to the Board. Due in part to the February 2016 death of Justice Scalia, the Court deadlocked 4-4 on this case. In doing so, the Court declined the chance to impose a right-to-work regime in public sector workplaces, but the issue remains alive in other cases pending in more than a dozen different courthouses around the nation. The attitudes of the next justice appointed to the Supreme Court (as determined by the upcoming election for President and Senate) may weigh heavily in ultimately deciding the outcome of this issue.

Another crucial matter addressed in pending federal cases is whether employees will be allowed to pursue class actions to enforce their legal rights against employers, or instead be constrained by employer rules requiring individual arbitration. Individual arbitration is cost-prohibitive because of the small sums involved in each typical employee's claim for overtime or similar payments. Often, proceeding on a class basis is the only way that workers can reasonably pursue wage issues. The National Labor Relations Board (NLRB) holds that employees have a federally protected right to proceed on a group basis. Several federal courts around the country have approved the NLRB's view, but the Supreme Court has not yet decided this issue. It is expected that the viability of workplace class actions could also be decided in an upcoming term of the next Supreme Court.

A recent federal decision also addressed companies' use of interns without adhering to federal minimum wage and overtime standards. In a case called Glatt v. Fox Searchlight Pictures, a federal appeals court in New York rejected a restrictive view of employers' use of unpaid interns. However, other appeals courts and the U.S. Supreme Court could disagree. Ultimately, it is likely that unpaid internships will continue in the IA's industries as a result of this decision especially in the New York area. Therefore, Locals and members of the Alliance must be diligent in protecting work jurisdiction. It will remain necessary to evaluate each intern's duties in comparison with the traditional duties of IATSE job classifications.

In connection with pending matters in federal courts, the Board and all members of the Alliance were reminded of the importance of the upcoming U.S. Presidential election since the next President and Senate will decide who becomes future federal judges.

The report described a recent NLRB decision in a case called Miller & Anderson, Inc. There, the NLRB reversed prior precedent by ruling that solely employed employees and jointly employed employees may be combined into a single bargaining unit without consent of each separate employer so long as the NLRB is satisfied that all employees make up an appropriate bargaining unit. This decision will likely allow all employees in a single workplace (regardless of whether they are directly employed or furnished by a subcontractor) to join together for bargaining purposes and act upon their combined economic strength. This will be an important decision in any industry where labor contractors or subcontractors are frequently used by employers.

Two recent actions by the U.S. Department of Labor (DOL) were also noted. First, in March 2016 the DOL finalized a long-awaited rule requiring employers to disclose information about consultants hired to persuade workers regarding the exercise of their rights to organize and bargain collectively. The rule was to take effect July 1, 2016 but in a lawsuit led by business groups, a federal judge in Texas issued a nationwide injunction blocking the rule. It is expected that further legal proceedings or actions by the DOL on this topic are imminent.

Second, in May 2016 the DOL released new rules governing overtime pay under the federal Fair Labor Standards Act (FLSA). The rules—effective on December 1, 2016—imposed new salary thresholds that certain employees must meet before qualifying as exempt from overtime pay. Under existing rules, employers may not be required to pay employees in executive, administrative, or professional positions overtime for work beyond forty hours in a week if they

earn a minimum salary level of $455 per week ($23,660 per year). The salary threshold for most workers under the new regulations will be increased to $913 per week ($47,476 per year). Additionally, the new rules include a special salary level of $1,397 per week applicable to employees in the motion picture industry. The rules are expected to have a dramatic impact, by allowing millions of workers to become overtime-eligible.

Canadian Counsel Ernie A. Schirru discussed two recent Canadian labour board cases relating to the use of electronic membership evidence in organizing drives. In the first case, the Quebec Labour Relations Board accepted electronic membership evidence in an application for certification filed by a Quebec trade union. In doing so, the Quebec Labour Board stated that rejecting electronic membership evidence would be contrary to the history of legislative amendments to the Quebec Labour Code aimed at accommodating the rising popularity of information technology. In the second case, the British Columbia Labour Relations Board also accepted membership evidence signed and dated electronically. The B.C. Board concluded that the program used by the union in that case (Adobe E-sign) sufficiently ensured that electronic membership cards were authentic and reliable. The union thus met the requirements of the British Columbia Labour Relations Act. Counsel Schirru stated that, on the strength of these recent precedents (and recent amendments to the NLRB processes in the U.S.) a test case involving electronic membership evidence in other provinces will be possible. The IATSE Canadian Office is also in the process of finalizing a lobbying brief in association with the Canadian Labour Congress which advocates for amendments to the Canada Labour Code that would permit receipt of electronic membership evidence in connection with applications for union certification.

The report also mentioned certain pending cases in which the Alliance is a party. Canadian Counsel Schirru provided the General Executive Board with an update on the status of an ongoing case where the International and IATSE Local 58 (among others) are defending claims arising from concert at Exhibition Place in Toronto in December 2013. General Counsel Samantha Dulaney also described the status of a lawsuit that has been filed in U.S. federal court in New York. In that case, the International and its officers were named as defendants. The case, which was cited during previous reports to the Board, was filed by a former member of Local 21. That individual's claims against the International were dismissed by a federal court in an earlier case in New Jersey.

The report also mentioned other recent activities of the Legal Department. In particular, during the last six months, General Counsel Dulaney served on panels of speakers at various law and business conferences. Along with other leading experts, she addressed current labor law topics at recent events hosted by the AFL-CIO Lawyers Coordinating Committee and the American Bar Association.

On behalf of the Board, President Loeb thanked the Legal Department for its valuable report.

"IATSE Political and Legislative Affairs" (Gavel)

## IATSE POLITICAL AND LEGISLATIVE AFFAIRS

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon, and Director J. Walter Cahill and Assistant Director Erika Dinkel-Smith of the Political and Legislative Department appeared before the General Executive Board to report on Canadian and U.S. political and legislative developments.

"Canada" (Gavel)

### CANADA

Representative Hurdon reported that with the Liberal government in power, labour once again has the ability to advocate strongly for change, with the possibility that the public might actually be heard. With this is mind, Vice President Lewis and Representative Hurdon began 2016 by drafting a political strategy for the coming years. They framed IATSE's goals in such a way that they emphasized the new government's own priorities in order to give the IATSE the highest possibility of success.

Those goals were to reform Employment Insurance, to implement Tax Incentives for the Performing Arts, building a relationship with the Department of Canadian Heritage so that the IATSE could open a dialogue on issues like amending film funding regulations, copyright reform, expanding the Canada Pension Plan.

International Vice President Lewis and Representative Hurdon went to Ottawa to lobby on February 17 and 18, 2016. With such a large list of goals, they were determined to focus their meetings on two issues – Employment Insurance reform and tax credits for the performing arts - although other issues were discussed if the opportunity arose. The IATSE's Canadian lobbyist, Isabel Metcalfe, scheduled a number of valuable meetings, particularly with

representatives from the departments of Finance and Employment and Social Development.

Vice President Lewis and Representative Hurdon were very pleased with the positive reception at all of their meetings and with the feeling that this government genuinely wanted to hear their issues. With regard to Employment Insurance (EI) Reform, they were assured that the Liberals would be making changes to the system so their input on change was welcomed, particularly concerning the detrimental effect the Conservatives' changes to EI had on the entertainment industry. Shortly after their lobbying, the new federal budget was released and the government began to announce changes. The first major changes were with regard to Employment Insurance. They included a reduction in qualifying hours for new entrants and re-entrants to the labour force, and a harmonizing of their qualifying hours with other recipients in their region. The job search requirements implemented in 2012 by the Conservatives have been eliminated, which had seen workers forced to accept jobs with longer commutes and lower rates of pay. Further, the length of claims has been extended for those living in the 12 regions of Canada that are the economically hardest hit. Arts and Culture also scored a win on a number of fronts. In addition to the announcement that the Liberals would be committing $675 million over five years to the Canadian Broadcasting Cooperation, the government has committed $1.9 billion over five years to other aspects of the arts and culture sector, including $550 million to the Canada Council for the Arts, $22 million to Telefilm, and $114.0 million to the National Arts Centre, a signatory employer of IATSE members.

Vice President Lewis and Representative Hurdon have also seen some positive signs from Canadian Heritage. On April 22, 2016 the new Minister of Canadian Heritage, Mélanie Joly, announced that she would be conducting a sweeping review of Canadian cultural policy, with a focus on technology, entitled, "Strengthening Canadian content creation, discovery and export in a digital world." There are two opportunities for consultation. The first was online submissions, which the IATSE participated in. The second stage will be more formal written submissions, and those are to happen in the fall. The IATSE will be preparing more extensive submissions for that stage of the process. In these submissions, the issues of copyright reform and amending federal film funding regulations will be raised, the latter of which has already been recommended by a government committee.

*National Lobby Day*

The labour movement has seen more co-operation from this Liberal government than it has in almost a decade. The Canadian Labour Congress therefore decided that the time was ripe to organize a National Lobby Day involving all affiliates. Vice President Lewis and Representative Hurdon contacted all Locals to encourage as many as possible to attend. Collectively, Labour's team of 286 people from across the country met with 134 Members of Parliament and some key leaders in the Senate. Between the International and the Locals, the IATSE sent thirteen Representatives. A training session for all lobbyists was held on the evening of April 18, 2016 where information was provided on the issues which were the primary focus: reforming the Canadian Pension Plan (CPP), opposing the Trans-Pacific Partnership (TPP), and a complete ban of asbestos, for which currently there is only a partial ban. The lobby itself was on the 19th, followed by a reception for lobbyists and the officials with whom they had previously met.

As the Liberals have a majority government and therefore the power to make changes without the support of a second party, most of the meetings were held with Liberals, though there were a handful with the New Democratic Party and Conservatives. Some of the targets were not completely up to speed on each issue, so the Canadian Labour Congress (CLC) also provided 'leave-behind kits,' which were a valuable tool. The CLC also gave lobbyists the option of raising union's issues in the meetings if the opportunity arose. Most of the IATSE lobbyists were able to do this to varying degrees, even if that meant simply increasing goodwill for the IATSE by thanking the Liberal government for its ongoing support though the federal film tax credit or for its assistance in accommodating the industry by creating an exemption under the Temporary Foreign Workers Program.

The lobby was capped off with a reception on Parliament Hill, where the IATSE was fortunate enough to host over fifty Members of Parliament as well as Prime Minister Trudeau, who surprised everyone by dropping by.

*Provincial Involvement*

The International was involved with two provincial elections. On April 4th, the province of Saskatchewan held their provincial elections. The International worked with Locals 295 and 300 to craft an appropriate message to members. The Locals recommended a message that was geared to getting members out to vote rather than a focus on specific issues or parties.

Manitoba's elections were held on April 19, 2016

and Vice President Lewis and Representative Hurdon worked with Locals 63 and 856 to craft a message for their members. Once again, the Locals recommended a message for members that was more get-out-the-vote. Sadly, the Manitoba result was not much different from Saskatchewan's. The New Democratic Party of Manitoba was defeated by the Progressive Conservative Party of Manitoba, ending nearly seventeen years of NDP reign.

In British Columbia, the Canadian Department worked with Locals 118, 168, and 891 to draft a submission on health and safety issues and joint committees for same within the entertainment industry.

In Ontario, the International is working with the Ontario Federation of Labour on a campaign that is called "Make it Fair." This campaign is centred on a huge labour and employment law review being undertaken by the province. Reperesentative Hurdon is sitting on Make it Fair's Steering Committee and the Union Communicators Committee, and Canadian Counsel Ernie A. Schirru is working with the Legislative and Research Committee, which will be tasked with reviewing the interim report and the final report as they are released over the next few months. Once these decisions are released and reviewed, labour will be better able to craft a position so that the Canadian Department can begin to work on lobbying for specific changes next spring. An update will be provided at the next General Executive Board Meeting.

"United States" (Gavel)

**UNITED STATES**

Retired Vice President J. Walter Cahill reported that last January, at the General Executive Board meeting held in Hollywood, Florida, he was appointed by President Loeb to lead the new Political and Legislative Department for the International. President Loeb decided to double the size of the Department and hire someone to be the Assistant Political and Legislative Director. With the help of IATSE Human Resources and Office Manager Asha Nandlal and General Counsel Samantha Dulaney, this position was posted. Director Cahill and Representative Harbinson conducted several interviews. President Loeb traveled to Washington D.C. to conduct the final interviews after which he extended an offer to Erika Dinkel-Smith, Assistant Political and Legislative Director. On Monday, April 18th, Assistant Director Dinkel-Smith began working for the IATSE. Her first official act was to attend a fundraiser for Senator Elizabeth Warren. Political Director Cahill was pleased to share that he and Assistant Director Dinkel-Smith have a keen interest in politics and are deeply committed to developing plans that will grow the political program for the IATSE.

Political Director Cahill reported on an event that took place on December 8, 2015 at Local 22's Office in Washington D.C. The IATSE hosted a fundraiser for Congresswoman Linda Sanchez from California's 38th District and the IATSE raised almost $27,000. The Sanchez Campaign was extremely pleased with the IATSE's efforts, regarding legislation with an impact on IATSE crafts and members. President Loeb has ramped up the IATSE's political involvement and all members are encouraged to give to the IATSE-PAC. The International must protect and secure safe jobs with middle-class wages and benefits for all members. Thus, political involvement, including financial contributions to political campaigns are necessary. All members should contribute to the IATSE-PAC to insure IATSE issues are heard and addressed.

On June 30th, at the headquarters for the National Education Association, the Political and Legislative team met with several representatives of the Clinton Campaign, including Chairman John Podesta. The battleground states for the campaign are Ohio, Pennsylvania, Virginia, Michigan, Wisconsin, New Hampshire, Iowa, North Carolina, Florida, Nevada and Colorado. Political Director Cahill reported the campaign is almost finished in identifying a lead in each of the eleven states and are hoping to also find three IATSE members to work with Working Voices on being "messengers" for the Campaign. The Clinton Campaign will offer training for this messaging. There will be Labor Mobilization Weekends starting August 6th. In addition there will be others: September 3rd, October 15th, October 22nd and November 5th. Aside from stoking interest in the November Election, the campaign will focus on voter registration. This information along with other details will be sent to the District Secretaries and they will disseminate the information to the Locals.

Political Director Cahill shared that Donald Trump has a possible pathway to the White House and cautioned that there is too much at stake for anyone to sit on the sidelines. The politicians that are elected on November 8th – the Senators, Members of the House and the President – will have a profound impact on lives, especially as it relates to labor laws, policies implemented throughout the government that affect the Union as a whole, safety on the job and other matters such as the theft of the intellectual property and worker misclassification.

Political Director Cahill thanked Director Patricia White and Assistant Director of Education and Training Robyn Cavanagh for the recent training on political activism. One of the new tools the Political and Legislative team developed is the Volunteer Card. Similar to the PAC card, this card allows members to designate how many shifts or hours they are willing to volunteer for the November Election; it is a fact that actually getting someone to sign a form makes it much more likely that he/she will fulfill the promise. To obtain Volunteer Cards, please contact Political Director Cahill or Political Assistant Director Dinkel-Smith.

Assistant Director Dinkel-Smith reported that since April 2016, she has dedicated much time to learning the unique characteristics of the IATSE, working with Director Cahill to develop long-term and short-term department plans. As part of her acclimation and developing communications with IATSE Locals, she has attended District Conventions 3, 4, and 14; additionally, she has been assigned by President Loeb to attend District Conventions 2 and 6. When in attendance at a District Conventions, her goal is to learn as much as she can about the Locals in the District and to talk about why IATSE political involvement is important.

*2016 Election*

The 2016 Presidential election continues to elude most political strategists. As of July 14th, polling on the presidential election has produced varied results with some reporting either candidate leading the other and some reporting a dead heat. The AFL-CIO political program has focused attention on the battle ground states of Florida, Missouri, Nevada, Ohio, Pennsylvania, and Wisconsin regarding the presidential election. IATSE member involvement in this election will play a critical role gaining a victory for Labor.

*Legislative Update*

At present, Director Cahill and Assistant Director Dinkel-Smith have met with twenty-two electoral candidates since April as part of the current election cycle. The legislative priorities primarily discussed with candidates are Intellectual Property, Gig Economy and the misclassification of workers, and the O-Visa transparency bill. The issue of the so-called gig-economy and the misclassification of workers looms as a potential legislative fight in the future depending on the outcome of the presidential election.

The United States Congress has been widely considered stalled. There are two pieces of legislation the IATSE Political and Legislative Department would like to highlight. The Trans-Pacific-Partnership (TPP), was fast tracked in 2015 and has been projected by labor economists to have an economic growth of only .15% over fifteen years. The Democratic National Committee platform adopted new policies regarding the TPP which essentially denounces the TPP as it currently stands. The hope for Labor rests in how the TPP will be implemented by the party which secures control of the White House in November.

Secondly, a victory for IATSE members was achieved in the form of House Resolution 3636, the O-Visa Transparency Bill. HR 3636 passed the House Floor on June 13th, 2016 with strong bipartisan support. Assistant Director Dinkel-Smith made a special note of thanks to IATSE's registered lobbyist Alec French, International Representative Scott Harbinson and Assistant Director of Motion Picture and Television Production Daniel M. Mahoney for their hard work achieving this victory.

The O-Visa Transparency Bill passage through the house allowed the Department the opportunity to issue the first department Legislative Update, "IATSE on the Hill". The Political Department's long-term plan is to make regular legislative updates. Assistant Director Dinkel-Smith thanked Communications Director Emily Tao and Senior Communications Coordinator Molly Katchpole for their help in launching this effort.

*Political Update*

Current IATSE Political Department activities are focused around activism within 2016 November election. The intent of the Department is to organize around the 2016 Presidential election in a manner which will help the IATSE Districts and Locals build on the program for future political activism. The three main areas of focus in the 2016 election are voter registration, volunteer recruitment and increasing PAC contributions. By focusing on these main areas of activity the IATSE can build a stronger Activism Pillar.

As part of the AFL-CIO ten point program goals, IATSE Locals have been challenged with increasing the number of their members registered to vote by five percent (5%). The Department is dedicated to helping Local's achieve this goal through Labor Action Network (LAN) training, distributing voter registration resources and establishing continual support and follow up with District Secretaries. Assistant Director Dinkel-Smith stated they have already increased the number of Locals on the LAN from the 2014 election cycle.

The Department is also providing support to Locals in order to achieve President Loeb's request that a Local Union Coordinator (LUC) is appointed at each Local. The purpose of a LUC in a Local is to act as the primary point person for political contact from the Political Department and to be the primary political organizer in each Local. Currently there are approximately 122 Locals with LUCs which is an approximate 64% increase in the number of LUCs registered with the Department since 2012. The Political Department's goal is to increase the number of LUCs in the IATSE until each Local has appointed a LUC. The Department is also furthering support for Local LUCs by "test driving" a monthly political conference call for LUCs in District 3. These district conference calls aim to provide ongoing and direct information, mutual support for LUCs, friendly competition between Locals and efficient communication.

Volunteer recruitment and action have long proven to be a critical facet of elections; they are currently compiling new tools to support activist and volunteer opportunities in Locals. It is the Department's intent to dispense new voter registration resources, volunteer recruitment tools (including the volunteer pledge cards previously reported by Director Cahill) and updating the LAN to include PAC information. By having up-to-date information on the LAN, Locals will be able to use the data as a recruitment tool.

Assistant Director Dinkel-Smith stated that for the 2016 Presidential election, they are encouraging Locals to recruit members for the AFL-CIO State Federations and Central Labor Councils volunteer opportunities which include labor walks, phone banks and literature drops. The goal placed before the IATSE as part of the AFL-CIO Ten point program is to have 1% of membership engagement in volunteer activity with the AFL-CIO. The AFL-CIO has adopted new technology which will help track who and when our members volunteer. This new technology will aid in the ability to increase volunteer activity and exceed our goal of 1% engaged members. The Political Department encourages Locals to be creative when pursuing their political action; Assistant Director congratulated Local 480 for the successful 'Clowns for Trump' protest.

The long-term goals of the IATSE Political Department include pursuing continuous political activism in the off-election season, help develop political communications in Locals, produce advanced legislative education and encourage new avenues of political activism that highlight IATSE member's unique skills and talents.

Director Cahill and Assistant Director Dinkel-Smith aim to help build a political program which elevates the political profile of the IATSE. They have found there are many opportunities for the IATSE to be capable of surpassing the political achievements of many other similar sized unions. Assistant Director Dinkel-Smith thanked President Loeb in particular for the continued support in their effort to achieve these goals. She also thanked all the IATSE members and staff for such a warm and generous welcome into the IATSE family, in particular, she thanked Political Director Cahill and President Loeb.

President Loeb remarked that Donald Trump needs to be stopped. Candidate Trump crossed the IATSE picket line and operated his show "The Apprentice" nonunion for eight years. His rhetoric about bringing back steel jobs is empty, he does not have a plan. Donald Trump favors a national Right to Work bill. President Loeb said that the Republicans may seem like a "clown car" but they are actually scarier. He observed that in the next election, the Senate majority can change. "By winning the Presidential election and Senate, labor can push forward policies and judicial appointments to change workers lives for the better for the next twenty to thirty years". He noted further that the Secretary of Labor and the members of the National Labor Relations Board are appointed by the President. Thirty percent of the IATSE members are not registered to vote, and that is a topic that can be readily addressed. The IATSE must fully engage. This election can be won by candidates who support working people.

President Loeb thanked Vice President Lewis, Representative Hurdon, Political Director Cahill Political and Assistant Director Dinkel-Smith for their reports.

"IATSE National Benefit Funds" (Gavel)

## IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla and William E. Gearns, Jr., International Trustee Patricia White and Special Representative Ronald G. Kutak presented a report on the IATSE National Benefit Funds.

The recent pattern of year-to-year growth in contribution income, assets and participation in the National Benefit Funds continues. As of May 31, 2016, year-to-date contribution growth has increased eight percent over the same period in 2015. It was noted that more than fifty-seven percent of that income was derived from motion picture production. The remainder was attributable to various live venues,

trade shows, exhibitions, road shows, box offices, and sports broadcasting work, among others. Also as of May 31, 2016, the total net assets of the Funds reached approximately $1.4 billion—an increase of ninety-three percent since December 31, 2010, when the net assets of the Funds stood at only $726 million. This included a 3.45% increase in net assets from year-end 2015 through May 31, 2016. It was noted that increases during this period were held down by a relatively low investment return environment rather than slowing contributions.

The IATSE National Health and Welfare Fund now provides health benefits to 41,457 lives in seven different coverage options. This represents a forty-seven percent increase since 2012. The Board of Trustees has again worked diligently to successfully avoid increases in the Plan C CAPP rates through March 31, 2017.

The Board of Trustees also recently agreed to expand reimbursable items for participants enrolled in the Health and Welfare Fund's Medical Reimbursement Program, the Retiree Only Medical Reimbursement Program and for participants who have excess funds in their CAPP account. The list of reimbursable medical expenses now includes all items related to medical care as approved by the Internal Revenue Service. The reimbursement programs will be easier to understand thanks to a new reference tool for participants called the MRP guidebook. It lists some of the more notable SPD passages and provides the complete list of reimbursable expenses. The new items are highlighted in blue in the booklet and claims will be accepted for these as of September 1, 2016 as long as they were incurred on or after January 1, 2016.

The IATSE Annuity Fund, with assets held in individual accounts, has over 69,000 active accounts with retirement balances. It was noted that this figure has increased six percent from the same period last year. In accordance with an earlier decision of the Trustees, effective December 1, 2015, all individual participant accounts and assets were transferred from Mass Mutual to Wells Fargo and the move has been a success.

The IATSE National Pension Fund currently provides retirement benefits to 2,500 pensioners. Approximately 18,000 active working members and inactive vested participants will be able to receive valuable monthly income from the Fund's Plans B and C upon retirement.

It was noted that the Funds have continued to work on improvements in communications and participant satisfaction. The Funds recently released a new version of the newsletter, Behind The Scenes. The publication's extensive makeover continues to be well-received by participants. The new format has reduced the number of notice mailings issued by the Fund Office because many notifications are now included in the newsletter.

A new version of the Employer Contributions and Collection Guidebook has also been completed and distributed. It is believed that this will help the IATSE's local unions and their employers understand how to properly report contributions to the National Funds. Also included in the Guidebook is language requirements for agreements, how refunds are processed, how delinquency is treated and more. All booklets are available on the Funds website, www.iatsenbf.org.

President Loeb expressed his appreciation for the report. He noted that the plan is running smoothly and there is administrative stability at the Fund Office. The growth of the Funds has been tremendous. Operation of the Funds involves a great deal of work and the trustees have performed admirably.

"IATSE-PAC Report" (Gavel)

## IATSE-PAC REPORT

Political and Legislative Director J. Walter Cahill reported that the IATSE-PAC contribution rates are well below levels of other unions; he presented comparative data on the IATSE and similar-sized unions as an example. He also discussed District meetings where additional PAC donations were made.

President Loeb reported that the IATSE is addressing candidate requests for contributions on a case-by-case basis. The IATSE has not given any money to candidates who endorsed Trans-Pacific Partnership (TPP) and does not intend to do so.

A motion to approve release time payments from the Speech PAC was approved.

A letter will be sent to Motion Picture Locals, publicizing that members can authorize PAC deductions by completing authorization forms that will be included in start paperwork.

International Vice President Craig P. Carlson discussed his solicitation efforts in Local 2; he started with a general email request to all stewards, then followed up with individually-addressed emails to stewards and retirees. This resulted in a significant increase in contributions on a monthly and one time basis.

At the end of the presentation, Local 21 President Michael Stas presented a check to the IATSE-PAC from its annual raffle bringing its 3-year total to $10,000. President Loeb thanked Local 21 for their fundraising efforts.

"IATSE Women's Committee" (Gavel)

## IATSE WOMEN'S COMMITTEE

IATSE Women's Committee (IAWC) Chair Cathy Repola along with International Vice President Colleen Glynn, Trustee Patricia White, Department Director of Broadcast Sandra England, International Representative Joanne Sanders, Special Representative Stasia Savage, Local USA829 National Business Agent Cecilia Friederichs and Local 891 Vice President Dusty Kelly updated the Board on the Committees varied activities since its meeting in Hollywood, Florida in January.

Chair Repola re-introduced the structure of the IAWC. In addition to serving as chair of the committee, she sits on the Executive Committee along with Vice President Glynn and Sisters Friederichs and Kelly. Sister Kelly also serves as the chair of the Networking & Events Subcommittee. Representatives England and Sanders are the co-chairs of the Community Outreach & Activism Subcommittee and the chairs of the Education &Training Subcommittee are Trustee White and Special Representative Savage.

Since January, the IAWC fine-tuned and finalized its Mission Statement, further defined the roles of the subcommittees and reinforced the overall structure of the whole committee. Next, it turned towards expanding its reach into the IATSE rank-and-file membership and to the broader labor community. To that end, President Loeb assigned Chair Repola and Vice President Glynn to attend the 2016 Women Build Nations Conference.

More than 1,500 women from all facets of the building trades were there, the largest numbers within the United States, but groups also attended from Canada, Nicaragua, the Philippines and Ecuador. The workshops included "How to be a Mentor", "How to Deal with Sexual Harassment on the job site", and "How to Develop and Maintain Women's Committees". The IATSE was recognized as an event sponsor. A handful of IATSE rank-and-file women stagehands also attended and expressed their gratitude for the official IATSE representation at the Conference.

President Loeb's mandate to the Districts to set aside time and funds for women's networking events at this year's off-year conventions are providing a great opportunity for the Committee to broaden its reach to the rank-and-file. After all the conventions have concluded the Committee will provide a comprehensive report to the Board. At each District meeting, there was a great deal of enthusiasm and appreciation expressed from the women who attended the networking events.

Sister Friederichs reported that the Education & Training Subcommittee's efforts of the Women's Committee have, to this point, been concentrated in two areas: advising women of available educational opportunities and networking opportunities throughout North America, and the creation of CONNECTION, the IAWC newsletter.

In 2016, the IAWC was represented at networking/educational events such as Women Build America – a conference centered around women in the building trades; the AFL-CIO women's global leadership program in conjunction with UN women; the United State of Women; and the Coalition of Labor Union Women (CLUW) Convention.

Specifically regarding CONNECTION—the medium developed by the IAWC to communicate with the women of the International—the goal is to expand the reach of the Women's Committee beyond the GEB meetings.

Each issue will include

- Profiles of several IATSE women of note – to demonstrate to others what is possible in terms of union participation and contribution at both the Local and the International level.

- Schedules and updates of educational and networking opportunities.

- Suggested reading on topics of interest to women in the labor movement, including health and safety in the workplace, and women's history and health in general.

- Articles on notable events concerning women's issues

The plan is to publish CONNECTION between the General Executive Board meetings in order to report on events that take place. The inaugural edition of CONNECTION was published in March and featured the elections of Vice Presidents Colleen Glynn and C. Faye Harper; profiles of Eileen MacDonald – Co-Chair of the Local One Sister's Committee; Betty Madden – Political activist of Local 892; and articles about the inaugural women's event held at Districts 11 and 12 in Canada in 2015, the AFL-CIO Global Women's

Leadership Program, and the extensive education opportunities for women during summer 2016.

CONNECTION is an "opt in" newsletter. An invitation to subscribe was sent out to all members of the IATSE. For more information, please email connection@iatse.net, and the Committee invites everyone to subscribe—men and women. Please submit ideas, articles and photographs for possible publication, especially women and women's committees which should be profiled. Members of the subcommittee are Co-Chairs Trustee White and Representative Savage; Canadian Labour Congress Delegate Kelly Moon; Assistant Director of Motion Picture and Television Production Vanessa Holtgrewe and Sisters Cynthia O'Rourke (Local 798), Lucia Aloi (Locals 21 and 311), and Linda Tweedy (Local 67).

Representatives England and Sanders reported on the Community Outreach and Activism Subcommittee. The members of the Subcommittee include Vice Presidents Harper and Glynn (who is the Liason to the Executive Committee), International Representative Krista Hurdon, Mimi Gramatky (Local 800), Martha Mountain (Local USA829), Leslie Simon (Local 871), Bambi Ooley (Local B-20), and Rose Etta Venetucci (Local 28).

Since the Winter GEB, the subcommittee has been actively involved in helping to identify social media campaigns whose causes were in keeping with the values of the IATSE Women's Committee. To that end, the subcommittee has identified at least one activity per month, including the Go Red for Women Day in February, the celebration of International Women's Day on March 8th and Women's History Month throughout March, and Equal Pay Day in April.

The subcommittee was charged with the task of identifying a guest speaker for the Summer GEB dinner and recommended the Executive Director of the Rosie the Riveter Trust located in Richmond, California. The subcommittee is developing a proposal that will help mobilize IATSE women for the forthcoming General Election. The proposal will be presented to President Loeb for approval.

Sister Kelly, on behalf of Ellen Popiel (Local 487) Shirley Berling (Local 769) and Rachael Stanley (Local 892), reported on the activities of the Networking & Events Subcommittee.

As more Locals continue to elect or appoint women into leadership positions, the guests in attendance at the Women's Dinner continue to grow, with a record sixty-five attendees at the summer 2016 Women's Dinner at the Sir Francis Drake Hotel. The guests were treated to a presentation by Marsha Mather-Thrift Executive Director of the Rosie the Riveter Trust. The Trust includes "Rosie's Girls", a leadership program that helps to introduce girls to the building trades and other non-traditional employment. Ms. Mather-Thrift gave an overview of the Rosie the Riveter national park. The Trust also holds an annual Career Day and an opportunity for the IATSE to participate. The IAWC is proud to report that $1,500 was raised via voluntary donations from members of the IAWC for the Rosie's Girls program.

The dinner culminated in a toast to the newest International Vice Presidents C. Faye Harper and Colleen Glynn.

The Committee extended its appreciation to the IATSE General Executive Board under the leadership of President Loeb for generous financial support. In addition, gratitude was extended to Locals 11, 212, 487, 514, 669, 700, USA829, 873, 891 and 892 for their financial assistance. And a special thank you to Local 16 which arranged for an AV/Tech for the evening.

In closing, Chair Repola expressed pride in all that the IAWC has been able to accomplish since its establishment in the summer of 2015. She expressed sincere appreciation to all of the women seated at the table with her, to all the committee members and to those among them who volunteered to serve on the subcommittees, especially noting that the IAWC was an add-on to their already busy family and work lives. She recounted her sincere gratitude to President Loeb for establishing the IAWC, and to the GEB for its financial support.

President Loeb observed that the IAWC has had significant accomplishments during its inaugural year. He stated that he expects to hear more reports of the Committee's impact not only at the Local and International levels but in the broader labor movement. He expressed his appreciation to the Board for its generous financial support of the Women's Dinners. Lastly, he thanked Chair Repola for her dedication to the Committee, noting that she is the right person for this task.

"IATSE Young Workers Committee" (Gavel)

## IATSE YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Stagecraft Department Director Joe Hartnett, Assistant Motion Picture and Television Department Director Vanessa Holtgrewe, International

Representatives Chris 'Radar' Bateman and Jason Vergnano reported on recent activities of the IATSE Young Workers Committee.

The Committee hosts a recurring Young Workers Conference to encourage young workers to get active within their local union, their community, their workplace, or in politics. As previously reported, the 2016 IATSE Young Workers Conference was held May 19 through 21 in Atlanta, Georgia. Those reporting remarked upon the diversity of the attendees. A total of 104 members from 18 various crafts were in attendance representing 58 Locals across the U.S. and Canada. The conference also welcomed two young members from the U.K.'s Broadcasting, Entertainment, Cinematograph and Theatre Union (BECTU). In order to allow the conference to reach a broad portion of the Alliance, no more than a two representatives from any Local were admitted. Additionally, as was previously reported, a new rule imposed this year required any prior conference attendee to demonstrate his or her activism before qualifying for the 2016 Young Worker Conference. This year, approximately 85% were first-time attendees.

The Committee was honored to have International Vice President C. Faye Harper as a conference speaker. Vice President Harper warmly welcomed the conference delegates into her hometown of Atlanta and expressed the pride that the organization has in the quality of its young workers. She remarked that their intelligence and passion ensure the Alliance will remain strong well into the future.

IATSE Local 479 offered its hospitality and resources throughout the conference and scheduling process. Local 479 provided its hall as the meeting space, arranged transportation, and assisted with countless other tasks. Notably, the young workers of Local 479 were present for the entire conference and arranged networking and social events for their out-of-town guests. The Young Workers Committee gratefully thanked the Local—particularly Local 479 President Ray Brown and Office Manager Jennifer Hutchins—for its generosity and assistance.

One enduring goal of the Young Worker Committee is to see tangible results. During a previous report to the Board, the Committee noted that 56% of former conference attendees had taken part in some form of activism after the conference adjourned. The Committee is committed to accomplishing more. On that subject, Local 479 President Brown delivered an impassioned speech insisting that delegates become more active.

Among other conference speakers were Javier Ramirez from the Federal Mediation and Conciliation Services who taught interest-based problem solving; A panel composed of young workers from Local 479, Local 720 and BECTU spoke about their respective challenges and successes; Senior Communications Coordinator Katchpole and Representative Vergnano gave a seminar on the basics of labor law and union structures within Canada and the U.S.; and Assistant Department Director Hartnett gave a compelling history lesson on the birth and rise of the IA and organized labor. He also instructed the group on the importance of organizing unrepresented workers.

In addition to panels and speakers, attendees were variously scheduled to interact with one another in workshops and brainstorm about activism within politics, their community or their local union. Feedback on the conference was overwhelmingly positive. The conference attendees gave useful tips about how to structure future Young Workers Conferences.

The Committee has begun to track the activism that attendees have taken part in since the Conference adjourned. Attendees set goals for themselves and the Committee established protocols to measure completion of the goals. The Committee designated four categories for those goals: local union activism, community activism, labor movement activism, and political activism. Each of the categories were discussed with attendees so they could choose a form of activism that fit their interests. To support them in working toward those goals, Committee members and Representatives have been assigned to small groups of attendees who will remain in contact throughout the next year. It was noted that in the few months since the conference, the Committee has already received several reports on activities commenced by conference attendees within their Locals or communities.

In addition to the Young Workers Conference, Committee members attended the annual BECTU Conference and its Young Member Forum in Eastbourne, U.K., in May 2016. At the BECTU Young Member Forum, they met with leaders of the BECTU Young Members Committee and shared future initiatives of their respective young worker groups. During the BECTU annual conference, they again networked with young workers. It was noted that these dialogues have been helpful in gaining additional perspectives for the IATSE Young Workers Committee. The BECTU young members were commended as a hardworking and inspiring group.

The IATSE Young Workers also remain involved in the activities of the AFL-CIO Young Worker Advisory

Council (YWAC). Paul Kent of IATSE Local 22 is the IATSE young worker representative to the YWAC. It was noted that Brother Kent symbolizes many IATSE young workers because he is a working stagehand and gives up work calls and personal time to attend YWAC programs. He actively took part in the recent YWAC Summit and has since been invited to speak before the Maryland State and District of Columbia AFL-CIO and to help form other young worker groups. Brother Kent extended his thanks to President Loeb for the opportunity to represent the IATSE in this capacity.

Finally, it was noted that Director Tao and Brother Kent recently attended the Building Youth Power for Working People strategy session at the AFL-CIO in Washington, D.C. The event was co-hosted by the AFL-CIO Young Engagement Fund (YEF) and Center for Information and Research on Civic Learning and Engagement (CIRCLE). There they joined over a dozen affiliate leaders, student/youth partners and other progressive organizations seeking to align interests on 2016 election work.

The Committee concluded its report by thanking President Loeb, the Board, our local unions and their members for supporting the 2016 Young Workers Conference and the young workers of all local unions. President Loeb expressed his appreciation for the Committee's work. He remarked that the International will continue to support this group because it represents the future of the organization. He observed, "We need a vital and diverse group of young workers to move the IATSE forward and their vitality and diversity was reflected at the 2016 Young Workers Conference."

"Live Nation Atlanta"

## LIVE NATION ATLANTA

International Vice President Daniel E. Di Tolla stated that after winning the election against Crew One in the summer of 2014 the company engaged in a technical refusal to bargain. The NLRB issued a complaint in response to the ULP charge. Crew One then appealed to the Court of Appeals which ruled against the IATSE, finding that the workers were properly classified as independent contractors. In response, President Loeb authorized an aggressive campaign in support of the workers.

Many people contributed to the success of this campaign: West Coast Associate Counsel Andrew Kahn designed and implemented the shareholders campaign, Human Resources and Office Manager Asha Nandlal coordinated thousands of individual mailings, General Counsel Samantha Dulaney vetted all of IATSE messaging and settlement documents, Special Representative Stasia Savage performed research, local unions covered under the national contract contacted their local governmental agencies to request health and safety information, Communications Department Director Emily Tao and Senior Communications Coordinator Molly Katchpole put together the IATSE's web campaign, Education and Training Director Patricia White, IATSE Training Trust Fund Executive Director Liz Campos and IATSE Safety Committee Chairman Kent Jorgenson replied promptly to requests for training and course content materials that were to the IATSE being able to provide a highly skilled workforce, Jamie Horowitz and Scott Treibitz coordinated press outreach, Vice Presidents Barnes and Carlson provided invaluable insight through their contacts with local unions, Stagecraft Assistant Director D. Joseph Hartnett assisted in negotiations and participated in numerous conference calls.

These efforts have all resulted in a pro-worker environment and have shored up the terms and conditions of worker's wages, benefits and safety. President Loeb extended thanks to everyone involved and requested periodic updates regarding the affected venues.

PRESIDENT LOEB: Microphone 7.

DELEGATE NEIL GLUCKMAN, Local 927: Neil Gluckman, 927. I was unable to make San Francisco because we were doing the beginning of our work with LiveNation. But I urge you to read that little blurb. All of you read that little blurb that's in the convention book.

When we say we bring all of the resources of the IA to bear, look at the list of people on that, because without that, this never would have happened. I want to thank all of the people who did that because it was not one person, it's not two people. It was the whole force of the IA. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you, Neil. Maybe the people at Rhino should read it.

*(Laughter and applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Live Nation Negotiations" (Gavel)

## LIVE NATION NEGOTIATIONS

Vice Presidents Michael J. Barnes, Daniel E. Di Tolla and Craig P. Carlson updated the Board on the continuing negotiations with Live Nation. In 2011 six individual contracts between Live Nation and local unions expired. They were combined into a single national contract with individual appendixes for each Local's economics. During the term of that agreement, an additional eleven amphitheaters were added. That agreement expired December 31, 2015. Vice Presidents Barnes, Di Tolla and Carlson and Assistant Director of Stagecraft, D. Joseph Hartnett were assigned to negotiate a successor agreement. All affected Locals were contacted to identify any proposals they wished to make and each appendix was reviewed to determine which Locals had conditions that were inferior to the minimums contained in the national contract. Proposals were developed and submitted to each Local for review. Throughout negotiations the Locals have been consulted for input and given progress reports.

The negotiations continue but the parties appear close to reaching an agreement.

"Motion Picture Industry Pension and Health Plans" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, and Motion Picture Industry Pension and Health Plans (MPIPHP) Directors Colleen Donahue, Patric Abaravich, Ron Kutak, Ed Brown and Tommy Cole appeared before the General Executive Board to report on the status of MPIPHP. The combined value of plan assets as of May 31, 2016, is approximately $8 billion. The Pension Plan held $3.2 billion in assets, followed by the IAP with $3.8 billion. The Active and Retiree Health Plans held $901 million and $74 million, respectively. As of May 31, the MPIPHP investment returns for 2016 were up by approximately 2.2%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is eight percent and plan advisors and actuaries have indicated that it is prudent to maintain this rate over the long-term for plans such as the MPIPHP. However, it is also important to note that eight percent in the short-term is unlikely, primarily due to the low interest rate environment.

The combined hours into the MPIPHP in 2015 were 89 million. Vice President Miller noted that through May 31, contributed hours are outpacing 2015 by about seven percent or 2.8 million hours. Year-to-date totals through May are consistent with continued growth and the industry is currently very busy. Employer hourly contributions of $340 million through May are up by $38 million from the same period last year. This is due to both the increased hours and the hourly pension contribution increase of $0.18 per hour that was negotiated into the last agreement.

Residual receipts into the MPIPHP in 2015 totaled $450 million. This consists of $335 million in supplemental markets and $150 million in Post 60's. For the period through May, the MPI is trending below the same period last year by approximately $8 million. Plan Staff reports that this is primarily due to timing and that several large residual contributions are due in June and July. It is anticipated that they will remain above assumptions and track last year's residual contributions.

The Active Health Plan has over 46,000 participants and more than 97,000 covered lives, with an average annualized cost of $11,340 per participant. The retiree plan consists of 21,000 covered lives with an annualized cost of $8,568 per participant. The Plans are currently trending below the projected health care costs in both plans through May by roughly three percent. There are currently 15,500 retirees and 1,750 beneficiaries receiving pension benefits. This represents a two percent increase from 2015.

The MPIPHP reported that the reserve levels were at 21.3 months in the Active Plan and 9.2 months in the Retiree Plan through May 31, 2016. The projected reserve levels based on current projections indicate that we will be at fifteen months in the active plan and eight months in the retiree plan on December 31, 2017. That is in excess of what is necessary to trigger both the thirteenth and fourteenth checks for those that retired prior to 2009 and the ten percent pension increase that was negotiated into the last agreement.

David Asplund is the current CEO of the MPIPHP. Mr. Asplund came to MPI from the Motion Picture and Television Fund where he was CFO; he has substantial health care experience and is intimately familiar with the MPI health plans. David Camp has joined the MPI team as the CFO. Mr. Camp has a strong entertainment industry background; he was most recently at Warner Brothers. Mr. Asplund and Mr. Camp have had an immediate impact on the MPIPHP staff and systems.

The biggest challenge at the MPI in the last several years has been administrative. Those issues have been cured. The volatile and low interest rate investment

environment is going to be the biggest obstacle the MPI is likely to face in the next few years. Ever increasing health care and prescription drug cost coupled with pensioners being retired longer than expected will also add to the substantial challenges the plans face going forward.

Northern Ontario Motion Picture Production" (Gavel)

## NORTHERN ONTARIO MOTION PICTURE PRODUCTION

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Peter DaPrato, Assistant to the President Sean McGuire and Local 634 Business Agent Matt Ellis reported to the General Executive Board on the efforts of the Canadian Office and Local 634 (Sudbury) to organize the motion picture industry in Northern Ontario since the last report in January 2016.

Representative DaPrato explained that since amending its Constitution and Bylaws with the approval of the International President, Local 634 has seen tremendous growth in the Local's membership going from 24 to 247 members. The Local has also seen exponential growth in work opportunities as well. Highlights of these work opportunities include an eOne and Sienna films 6-part miniseries "John Cardinal" which was shot in Sudbury, Ontario in the spring of 2016 as well as an NBC 10-episode series "Eyewitness" crewed by both Local 634 and Local 873 members which is being shot in Parry Sound, Ontario from April to August 2016. IATSE is also in negotiations to secure additional work in Northern Ontario for the remainder of 2016.

In addition, IATSE Locals 634, 667, 411 and 873, in conjunction with Directors Guild of Canada, ACTRA, William F. White, and Cooper Equipment, are set to host a Northern Ontario Training Symposium at the Northern Ontario Film Studios during the last weekend of one of Canada's largest film festivals, Cinéfest, on September 24 and 25, 2016. The training symposium will be a weekend long event providing an opportunity for the Northern Ontario Heritage Fund Corporation as well as local and provincial politicians, media, and local and visiting producers to view some of the training IATSE will be bringing to its members in Northern Ontario. Training programs will cover such topics as set orientation, working at heights, camera training, car mounts, lift training and basic electrical.

President Loeb applauded the continued efforts of the Canadian Office and Local 634 in Northern Ontario to both grow the Local's membership and secure quality work opportunities for those members.

"Nu Image v. IATSE" (Gavel)

## NU IMAGE v. IATSE

International Vice President Michael F. Miller, Jr., General Counsel Samantha Dulaney, and West Coast Counsel James G. Varga reported on the status of litigation brought by Nu Image, Inc. against the IATSE. This matter was previously reported to the General Executive Board at the Mid-Winter meeting in 2015. The matter arose during a collections action brought by the MPIPHP against Nu Image for failure to make Post-60s and Supplemental Markets residual payments as is required by the AMPTP-IATSE Basic Agreement. Nu Image denied owing residuals and claimed reliance on an alleged representation by the IATSE, and further an alleged representation that no independent producers paid residuals. Both assertions are baseless. Nu Image settled the litigation with MPIPHP in January 2015, and then sought indemnity from the IATSE through a grievance filed against the Union. The Union responded by filing a grievance seeking residuals owed under the Basic Agreement which were not recovered in the collection settlement. These grievances were set to be arbitrated in August, 2015.

While the grievances were pending Nu Image changed counsel and their new lawyers brought a federal court lawsuit based on the same allegations of Nu Image's grievance. In October 2015, counsel representing the IATSE, David Rosenfeld from Weinberg, Roger and Rosenfeld filed a 12(b)(1) motion to dismiss the lawsuit. In March 2016 the Court granted the Union's motion and ruled that the Court did not have jurisdiction to hear the lawsuit because Nu Image failed to allege a breach of a collective bargaining agreement. Nu Image has filed an appeal of that ruling with the Ninth Circuit. Briefing has been scheduled by the Court and is pending.

The collective bargaining agreement with Nu Image has since expired and there is no successor contract in place.

"O Visa Act" (Gavel)

## O VISA ACT

Assistant Director of Motion Picture and Television Production Dan Mahoney, Political and Legislative Director J. Walter Cahill, Lobbyist Alec French and Assistant Political and Legislative Director Erika Dinkel-Smith appeared before the Board to report on developments concerning the O Visa Act.

Assistant Director Mahoney reported that they have had some success on the Hill. United States Citizenship and Immigration Services (USCIS) requires O visas for performing artists, and the IATSE, as the bargaining representative with the expertise sends opinions to USCIS on whether visa applications should be granted. Assistant Director Mahoney stated that there have been issues over the years with USCIS refusing to inform them about its decision-making process. The AFL-CIO's Department of Professional Employees issued a comprehensive statement with two major concerns about this process (and copies shared with the GEB): (1) fraudulent applications, opinions were altered by the companies submitting them; (2) transparency: the opinion is not binding, it's supposed to have weight, but in many cases it appears to have been ignored. Some examples: a Bollywood production in South, Florida for forty-five positions. It was clear that there were qualified American workers available for that production, therefore the Bollywood Production was issued a detailed letter of denial. Assistant Director Mahoney reported they later followed up with their concerns that many people working on production appeared to be from out of the country, therefore working without visas or visas should not have been approved. USCIS did not provide a response or action as far as they could tell. On a production from China called "Supermodel", applications filed for thirty-nine positions, of which six camera, four makeup, gaffers, grips, with the same problem. When asked, investigators appeared to be concerned, but adjudicators were indifferent.

Lobbyist Alec French reported that it had become apparent that the USCIS is not doing their job, and they are approving en masse 30, 40, 50 visas on a production; the DGA experiences similar problems. Mr. French stated that about two years ago they started going to Congress to complain; a number of members of both parties got engaged. The Republican Congressman from rural Virginia and the Democrat Congressman from Detroit got involved. Democrat Congressman Adam Schiff from Los Angeles and John Carter, a Texas Republican, included language requiring USCIS to respond to these concerns. Other committees weighed in but the result from USCIS was total intransigence. USCIS expressed to Congress that they don't collect any data on these visas, but they also claim they are always right. Mimi Walters, Republican Congresswoman from Orange County, and Jerry Nadler, a Democrat Congressman from New York, presented a bill requiring USCIS to report to labor organizations on when and why they grant petitions; "so now USCIS will have an incentive to take our concerns seriously, and we can go to the press and Congress if applications are granted improperly." No other bipartisan immigration legislation had moved, during this legislative session so the level of support is obvious. The House Judiciary Committee vote was unanimous. On June 13th the full House also voted unanimously. Mr. French stated that it is unlikely in the time remaining in this session that Senate will take up this bill. Efforts will start "on 3rd base" in next Congress. The House support has sent USCIS a message.

President Loeb responded that the 1992 law gave the IATSE the right to consult. The International approves most of these applications, as they come with a full file of accolades, but the frauds have been outrageous. President Loeb stated, "We don't expect anyone to get bussed out. All we are asking for is information on what was the disposition of the application. We are likely the only labor organization in the country that has received bipartisan support for anything from this Congress. When we have members that are willing and able to do those jobs, we will keep making noise about it."

"Oregon Shakespeare Festival"

## OREGON SHAKESPEARE FESTIVAL

International Representative Christopher "Radar" Bateman reported to the Board about organizing efforts involving employees of the Oregon Shakespeare Festival (OSF) in Ashland, Oregon. Representative Bateman was joined by Jack Buckley, Courtney Cunningham, Rosey Johnson, and Amanda Sager, OSF employees and members of the Union's bargaining committee.

The Board was first briefed with a timeline of the Alliance's involvement in organizing the Oregon Shakespeare Festival crew. The present campaign spanned approximately twenty-two months—from Representative Bateman's first meeting with Festival crew members in early August 2014 until early June 2016, when a first contract was signed. Within that time, the IATSE petitioned for a National Labor Relations Board election to represent the OSF run-of-show crew, a process involving multi-step legal proceedings. Balloting took place in June 2015 and the IATSE prevailed with a sizable majority of votes. Negotiations for a first contract commenced shortly thereafter and on June 6, 2016 a comprehensive tentative agreement was reached after numerous negotiating sessions. Seven days later, the tentative agreement was ratified by a unanimous vote of the run-of-show crew.

The members of the bargaining committee described the contract's details to the Board. The

three-year agreement preserved existing benefits and incorporated added improvements in basic working conditions. Employees will receive overall wage increases following the contract's ratification and increases during each subsequent year. The contract requires just cause for discipline and employee performance evaluations. The bargaining unit also secured contractual benefits uniquely tailored to the OSF crew such as relocation benefits, specific turnaround times, meal penalties, weekly minimum guarantees, minimum call times, daily overtime, weekly overtime, and premium payments for work on dark days. Additionally, the contract's jurisdictional clause will protect the bargaining unit's work in the future. The contract also protects all employees who currently have better wages and conditions than those negotiated. The committee was satisfied that it successfully developed an equitable agreement that creates fairness across all OSF departments.

Those reporting were honored by the opportunity to share their accomplishments with the Board. With eleven productions and approximately eight hundred performances per season, the crew was often devoting a substantial portion of their time off toward organizing and preparing for contract negotiations. Despite those sacrifices, they learned much, grew in solidarity, and were empowered by their gains. They expressed their appreciation for the overwhelming support received from other Locals and members of the Alliance, who sent hundreds of emails and social media messages signifying their support for the OSF crew. They thanked President Loeb and members of the Board for everything done to advance the strength and progress of their bargaining unit, which will be formed into the new IATSE Local 154.

President Loeb remarked that it was truly the Board's honor to have those reporting present in the room. He acknowledged the commitment and courage of the bargaining committee. President Loeb will be traveling to Ashland later in the year to deliver the charter for Local 154 and install its officers. He noted, however, that those appearing before the Board had not yet been sworn in as members of the Alliance. Accordingly, President Loeb led them in taking their Oath of Obligation. They were welcomed into the Alliance with a momentous round of applause.

PRESIDENT LOEB: Microphone 3.

DELEGATE COURTNEY CUNNINGHAM, Local 154: Mr. President, Courtney Cunningham, Local 154.

I say all the time that organizing a run crew at OSF was the hardest thing I've ever done. Radar likes to say organizing is fun, but organizing is very hard, too.

But it's by far the most rewarding, so I know that the effort that it takes is tremendous, and I thank everybody in this room who does it on a daily basis.

I just want to thank a few people. I want to thank District 1 – District Fun – for just welcoming us with open arms. I want to thank Emily Tao and Molly Katchpole for their work on our social media campaign and our petition. And, most of all, President Loeb for having our backs for the incredible amount of defense funds that you allotted us, for coming to Ashland to present our charter with us personally. It meant a lot.

But mostly for the integrity with which you lead our union. It's an honor to be an IA member. It's an honor to call you President. Thank you so much.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"PAC Payroll Deductions" (Gavel)

## PAC PAYROLL DEDUCTIONS

Associate West Coast Counsel Andrew Kahn reported on the development of a payroll deduction program to enable IATSE members to make PAC contributions directly to the IATSE-PAC through an authorized payroll deduction from their paycheck. It was reported that agreements were reached with the Alliance of Motion Picture and Television Producers (AMPTP) and the Association of Independent Commercial Producers (AICP) for implementation of the PAC payroll deduction system. In addition to the AMPTP-represented employers, the major Networks all agreed to participate in this program for their non-AMPTP represented entities where IATSE members are employed. Extensive work coordinating this program with the various payroll companies has been completed. The agreements call for PAC Payroll Deduction authorization cards to be distributed to employees as part of the start paperwork. Employees choosing to make PAC contributions merely need to fill out the authorization card and turn it into their employer for processing. With the advent of this program the ability of the IATSE to solicit more involvement from the

membership is greatly expanded. The agreements cover employees working under the Basic Agreement, the Area Standards Agreement and the Commercial Production Agreement. The Low Budget Agreement and all new one-off and new term agreements already have provisions enabling employees to authorize payroll deductions to make PAC contributions. PAC contribution authorization cards are also available through the IATSE Headquarters. Only US citizens or permanent residents may contribute to the IATSE-PAC

"Pink Contract"

## PINK CONTRACT

In March of this year, President Loeb, Co-Directors of Stagecraft/Vice Presidents Daniel E. Di Tolla and Anthony DePaulo, International Trustee Patricia White, Assistant Director D. Joseph Hartnett, General Counsel Samantha Dulaney, Special Representatives Brian Munroe and Don Martin, and Committee Members Angela Johnson, James Fedigan, Kevin Hoekstra and Liz Brady working under the Pink Contract met for several days to renegotiate the terms of the Pink Contract with The Broadway League and Disney Theatrical Productions. Significantly, the agreement provides for wage and per diem increases, improved language regarding hotel choices, defined meal breaks, salary protection language when tour's transition from lower to higher, increased taxi fare, benefits for Advance Pink Contract Technicians. Most significantly, Pink Contract employees will begin receiving premium pay earlier for hours worked during work weeks.

President Loeb commended the negotiating committee for their focused effort in improving conditions for those who work on the International's oldest collective bargaining agreement. He especially noted the four hour work calls and that no one on the Road will have to pay any more for their health plan coverage. In a time with double digit increases to health care, it is notable that the workers under IATSE Pink contracts still enjoy employer paid health benefits. He expressed a sincere thank you to the committee.

PRESIDENT LOEB: Microphone 1.

DELEGATE BRIAN MUNROE, Local 74: Mr. President, Brian Monroe, Local 74. I've had the honor of the representing our Pink Contract sisters and brothers at contract negotiations for the past seven years. I'm happy to report to the delegates that, under President Loeb's leadership, the involvement level of roadmen and women in contract negotiations has increased dramatically. Road crews have been surveyed and many tours have had a chance to speak with an IATSE Rep in person.

Our proposals have come directly from feedback from the road crews, and unions brought members to New York to participate on the negotiation committees and at the bargaining table. This is a dramatic change culturally from years past when it felt like these contracts were being negotiated behind closed doors.

I would like to thank the Stagecraft Department, Tony DePaulo, Dan Di Tolla, and Joe Hartnett. Also, Pat White and Samantha Dulaney. Especially you, President Loeb, for your support and leadership. Thank you.

*(Applause)*

PRESIDENT LOEB: Thanks, Brian.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Prairie Western Agreement" (Gavel)

## PRAIRIE WESTERN AGREEMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representative Julia Neville and CLC Delegate Kelly Moon reported to the General Executive Board on the status of promulgated collective agreements applicable to the Prairie Provinces in Canada since the last report in Hollywood, Florida.

Vice President Petti explained that after much consultation, Locals 210, 212, 856 and 669 have agreed to a number of common terms in their respective promulgated collective agreements such that the agreements are more aligned. This success increases the prospects of negotiating a term agreement for the Prairies.

President Loeb applauded the efforts of the Locals and noted that consistency in the Locals' various collective agreements is integral to securing better terms and conditions. President Loeb directed Vice President Petti, Representative Neville and Delegate Moon to continue to work with the Locals as required to ensure ongoing communication and cooperation.

"Quebec Organizing" (Gavel)

## QUEBEC ORGANIZING

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 56's ongoing and significant organizing initiatives with various employers in the Province of Quebec that have not yet culminated in applications for certification being filed.

President Loeb commended Vice President Lewis, Representative Vergnano and the Local on their efforts to try and secure bargaining rights with key Quebec based employers.

"Theatre Aquarius" (Gavel)

## THEATRE AQUARIUS

Assistant to the President Sean McGuire and Local 129 President Cindy Jennings provided the General Executive Board with an update on Locals 129 and 828's negotiations for a renewal collective agreement for each Local with Theatre Aquarius in Hamilton, Ontario.

Local President Jennings explained that during this cycle of renewal bargaining, the Locals went to the table together. After very contentious and at times explosive bargaining sessions which included unfair labour practices being filed as well as the appointment of a conciliation officer and mediation, the parties reached five-year renewal agreements. Highlights include overall increases in wages of 22% over the life of the agreements, additional pension and health benefits, parity for wardrobe classifications and daily overtime. Assistant McGuire concluded the report by recognizing the efforts of the bargaining teams for each of the Locals and, in particular, the commitment and leadership of Local President Jennings and Local 828 Business Agent Sondra Richter throughout the bargaining process.

President Loeb congratulated the Locals on their success in securing renewable agreements.

"West Coast Office Report" (Gavel)

## WEST COAST OFFICE REPORT

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, and International Representatives Ron Garcia and Peter Marley appeared before the General Executive Board to report on the West Coast Office's activities.

Vice President Miller and Representative Garcia reported that the Hillary Clinton campaign had been active in California during the primary. There were dozens of events across California. The Clinton campaign held a strategy meeting in Los Angeles that was attended by representatives of labor unions that had endorsed Clinton. IBEW Local 11 hosted a large labor rally for Clinton where she specifically recognized the IATSE.

Former California Labor Federation President and current State Senator Connie Leyva asked for assistance with the campaign of Eloise Reyes for State Assembly. Senator Leyva has been a friend since her days at the Labor Federation and that relationship continues through her work in the Senate.

Vice President Davis reported on the Christmas in July event at which the IATSE West Coast Locals donated bicycles to the city's disadvantaged youth at an event hosted by State Senator Holly Mitchell.

The non-profit organization Working Californians will be holding one of the largest Labor Day events in the country on September 5th. This all-day labor and music festival will be entirely supported and worked by union members for union members. Many of the LA-based IATSE Locals have committed to participating by purchasing sponsorships and tickets for their members and families to attend. The attendance goal for this event is 10,000 union families.

Los Angeles Mayor Eric Garcetti hosted his Creative Pathways initiative to provide internships to underserved Los Angeles youth and the IATSE was invited. Consistent with that initiative, a number of industry groups have been dealing with the issue of diversity. The California Film Incentive program contains a provision for paid interns to be employed on productions that receive the tax credit. The Career Readiness Program has several options but as the issue of diversity in the entertainment industry continues to be a priority issue, more companies are electing to provide paid internships. This has been discussed with and implemented by several production companies and the program has been very well received by members, production and the industry.

Recently the Actors Fund opened its new West Coast Office space on the third floor of the IATSE Local 80 Building. An open house was held in conjunction with their regional board meeting and was attended by several IATSE Locals who heard more about the great work that the Actors Fund does for IATSE members.

In the fall of this year, the Motion Picture and Television Fund (MPTF) will be celebrating its 95th

Anniversary at the Motion Picture Home on its campus in Los Angeles. The International has a longstanding advisory committee that is working with the MPTF on this event. The MPTF is the primary charity for motion picture industry members on the West Coast. Their contributions and assistance have helped countless IATSE members.

Vice President Miller pointed out that much of the activity in the West Coast Office that is not specific to individual craft departments revolves around the four Pillars and Activism in particular, as evidenced by several of the items reported to the Board, as well as by the current issue of the IATSE Bulletin which highlights activism across the International.

"Local 56, Montreal, QC, Re: Theatre du Vieux Terrebonne" (Gavel)

## LOCAL 56, MONTREAL, QC
**Re: Theatre du Vieux Terrebonne**

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 56's ongoing negotiations to secure a first collective agreement with Theatre du Vieux Terrebonne located in Montreal, Quebec.

Representative Vergnano explained that reaching a first collective agreement with the Theatre following certification as exclusive bargaining agent on April 18, 2014 was a slow and arduous process that included countless meetings, the appointment of a provincial conciliator, a strike vote, attempts to schedule first contract arbitration and an information picket line. On May 11, 2016, however, the Local's resolve was rewarded with a first collective agreement that was ratified by an overwhelming majority of the Local. Highlights of the agreement include strong union security language, overtime premiums, health and retirement benefits and minimum crewing language.

President Loeb commended Vice President Lewis and Representative Vergnano and the Local on their efforts to secure a first collective agreement.

"Local 193, Bloomington, IL, Re: Civic Center Agreement" (Gavel)

## LOCAL 193, BLOOMINGTON, IL
**Re: Civic Center Agreement**

International Vice President Craig P. Carlson reported to the Board on the assistance he provided to Local 193, at the request of President Loeb regarding the Local's Collective Bargaining Agreement (CBA) with the Peoria Civic Center, which is managed by SMG.

Built in 1982 and expanded in 2008, the Peoria Civic Center is an attractive multipurpose convention center facility located in downtown Peoria, Illinois. It houses the Carver Arena, the Peoria Civic Center Theatre, the Civic Center Exhibit Hall, the Civic Center Grand Ballroom and sixteen meeting rooms.

The Center's Exhibit Hall is used for banquets, tradeshows, and other events. The Center's Theater has 2,250 seats, is home to Peoria Symphony Orchestra and is also used for Pop Concerts, Broadway Shows, Ballet and other events. The Grand Ballroom holds 6,500 people.

Vice President Carlson reviewed the agreement with the Local officers and developed proposals. After negotiating with the Employer, the parties reached an agreement in which the Local secured the traditional jurisdiction of IATSE crafts. Additionally, the Local achieved annual wage increases as well as improved quality of life issues/working conditions.

Local 193 ratified this agreement and shortly afterwards furnished stagehands to work outdoor concerts and festivals held on Peoria Civic Center property. They have embraced their role in professionally crewing work on the tradeshow floor and the Carver Arena.

In Central Illinois, Local 193 is fast becoming the go-to labor force providing skilled and trained stage technicians. They participate in training and leadership programs made available to them by the International. They now have CBAs which cover work at Bradley University in Peoria, Western Illinois University in Macomb, Illinois State University in Bloomington-Normal, the Coliseum in Bloomington, the Bloomington Center for the Performing Arts ad with the Peoria Civic Center. They have no rate cards.

Vice President Carlson expressed his appreciation to President Loeb for his leadership and support in getting this agreement and to Vice Presidents Di Tolla, DePaulo and Gearns for their help and advice.

President Loeb noted that jurisdiction was the key to success on this project. He observed that this is a solid contract providing meaningful work and good wages for Local 193. He extended congratulations to the Local on a good contract and for shoring up their jurisdiction. He thanked Vice President Carlson for his steadfast work.

"Local 210, Edmonton, AB, Re: Rogers Place Arena" (Gavel)

## LOCAL 210, EDMONTON, AB
**Re: Rogers Place Arena**

International Vice President and Director of Canadian Affairs John M. Lewis and Local 210 President Peter Gerrie reported to the General Executive Board on Local 210's efforts to secure a first collective agreement with Rogers Place Arena in Edmonton, Alberta.

Local 210 President Gerrie explained that Rogers Place Arena is a multi-use arena and new home of the Edmonton Oilers NHL hockey franchise. It has seating for over 18,000 for hockey games and seating for over 20,000 for concerts. In addition, there is a 1,000 seat community ice rink as well as 24,000 square foot programmable space and a programmable plaza area for various other types of events.

After building relationships throughout the construction of the arena, Local 210 is in the process of finalizing a first collective agreement with the ownership group of the Rogers Place Arena and hopes to have it ratified prior to the September 2016 opening.

President Loeb commended the Local on its efforts to secure a first collective agreement.

"Local 295, Regina, SK, Re: R.E.A.L. CBA"

## LOCAL 295, REGINA, SK
**Re: R.E.A.L. CBA**

International Vice President and Director of Canadian Affairs John M. Lewis reported to the General Executive Board on behalf of International Representative Barny Haines on recent efforts to reach a renewal collective agreement with Regina Exhibition Association Limited (REAL).

Vice President Lewis explained that REAL manages, maintains and markets EVRAZ Place which is a 1.2 million square foot indoor tradeshow space and forty-two acre outdoor tradeshow space located in Regina, Saskatchewan. After a series of bargaining dates and subsequent follow up conversations, a renewal agreement was reached which was subsequently unanimously ratified by the Local 295 membership. Highlights of the four-year deal include wage increases in year one (retroactive) and two, increases to RRSP employer contributions and significant employee discounts on food purchased by employees while working.

President Loeb requested that Vice President Lewis pass on his congratulations to Representative Haines and Local 295 on reaching a deal with REAL.

PRESIDENT LOEB: Microphone 7.

DELEGATE DAVID PHILLIPS, Local 295: David Phillips, Local 295. Mr. President, I would just like to thank the International on behalf of our members for their assistance in concluding negotiations with our largest venue, EVRAZ Place, in Regina, Saskatchewan. This included asserting our jurisdiction over the newly constructed stadium. Subsequently, the International assisted in fending off a challenge for the stadium's first show this year. We not only won this one, our work on the show was a universally acclaimed a success.

In spite of the success, we approached the upcoming Guns N' Roses concert in August, having to continue this fight. For the record, all of these attempts to undermine the Alliance in Saskatchewan are coming from the promoter, none other than LiveNation.

I would like to take a moment to especially thank International Vice President John Lewis, Canadian Director, retired International Representative Barny Haines, and International Representative Jim Brett. Their support was indefensible in maintaining the IA's position as the foremost provider of stagecraft in the province. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Local 868, Washington, DC, Re: Kennedy Center Box Office"

## LOCAL 868, WASHINGTON, DC
**Re: Kennedy Center Box Office**

IATSE Political and Legislative Director J. Walter Cahill appeared before the Board along with Local 868 Vice President Barbara Churchill and Local 868 Corresponding Secretary Anne Vantine to report upon Local 868's most recent negotiations for a successor contract covering the box office personnel at the John F. Kennedy Center for the Performing Arts in Washington, D.C. Local 868 has represented the box office staff since the Kennedy Center first opened in 1971. Throughout the years, contract negotiations have variously ranged from trouble-free to difficult.

This year's negotiations were the first since a new Executive Director assumed office at the Center and it was believed that (relying upon the results of a business consultant's study) the Kennedy Center was seeking to cut costs throughout the facility by two percent.

Management opened the first bargaining session by seeking a two-year contract with wage and benefit freezes, reductions in staffing, rollbacks on healthcare costs, and redcutions in the Local's jurisdiction. After seven bargaining sessions, little progress had been made and the Kennedy Center continued to insist upon staff reduction through attrition.

Relying upon bargaining surveys it collected from members, the Local learned that losses due to attrition were a major issue for the bargaining unit. The Local has periodically lost full-time staff members and limiting attrition was a high priority. An increase, rather than a decrease, in full-time positions was in the best interests of the Kennedy Center because of the knowledge and experience of full-time box office personnel. It has one of the busiest box offices in the country, which is open 365 days per year. Ultimately, this schedule gives staff the experience necessary to understand ticketing needs and provide superior customer service.

The Local continued to push against management's request for cutbacks through attrition. Ultimately, it is likely the Local will likely lose only one full-time position during the life of the contract. Otherwise, Local 868 was able to achieve an agreement for a four-year term with wage increases over the life of the contract. It was believed that this was the best deal that could be had under the circumstances and the Local's bargaining unit members unanimously ratified the agreement on July 14, 2016.

Local 868's officers thanked the members of the Local for responding to bargaining surveys and especially thanked the tireless work of the bargaining committee. It was noted that every member of the bargaining unit took an active role in weighing the pros and cons of the proposed contract. They thanked the sister locals of the IATSE at the Kennedy Center and on behalf of Local 868, expressed their deep appreciation for Director Cahill's assistance and President Loeb's continued support.

Director Cahill also discussed the difficultly of these negotiations and he commended the dedication of the Local's officers. President Loeb remarked that Local 868 fought off some of the most onerous parts of the employer's proposals and attained the best deal it could under the circumstances. That was proven by the Local's unanimous ratification vote.

PRESIDENT LOEB: Microphone 3.

DELEGATE BARBARA CHURCHILL, Local 868: Mr. President, Barbara Churchill, President, Treasurers and Tickets Sellers, Local 868, Washington, D.C.

I wanted to thank you on behalf of my Local for all the support you've given us and for, also, assigning us Political and Legislative Director Walter Cahill to help us with our negotiations.

We face some contentious times being the first Local to sit down with new management at the Kennedy Center. But with the support of the IA and with Walter Cahill and his amazing knowledge of negotiations at the Kennedy Center, we were able to turn the onerous proposals around and get a contract that our members ratified unanimously.

I also want to say the amazing support we got from the other IA Locals at the Kennedy Center, from the other unions, and the solidarity that we felt all last summer as each union had to sit down at the table. We sat with each other's negotiating committees, we supported each other, and it was truly an experience that has kept us strong. And it's a close unit from that time until this. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Local 873, Toronto, ON, Re: Re-Recording Organizing" (Gavel)

## LOCAL 873, TORONTO, ON
**Re: Re-Recording Organizing**

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Peter DaPrato, Canadian Counsel Ernie Schirru and Local 873 President Wayne Goodchild reported to the General Executive Board on recent efforts to organize re-recording mixers in Toronto, Ontario.

Representative DaPrato explained that after several meetings with a core group of re-recording mixers working in Toronto, an organizing campaign took shape which culminated in applications

for certification being filed against Urban Post Production Inc., Tattersall Sound & Picture, Technicolor Canada Inc. and Deluxe Toronto Ltd. in late February 2016.

Ontario Labour Relations Board supervised votes were conducted in early March 2016. Unfortunately the pre-application employee support did not translate into success at the polls and three of the applications were either dismissed or withdrawn for lack of support. However, the Deluxe application remains active but employee status dispute litigation must be determined by the Board before a final ballot count can take place. Additional hearing dates are in the process of being set for the fall of 2016.

President Loeb applauded the efforts of the Canadian Office and Local 873 to try and organize this aspect of the motion picture industry in Toronto and encouraged other Locals to identify similar opportunities of their own.

"Retirement of International Representative Joel Youngerman"

## RETIREMENT OF INTERNATIONAL REPRESENTATIVE JOEL YOUNGERMAN

In a brief but poignant speech, Representative Youngerman bade farewell to the International. He noted that he has been an IATSE member for twenty-five years, the last twelve of which working as an International Representative. "It is very humbling to know that every day my primary function was to try to improve the lives of others" Representative Youngerman said in his remarks. He thanked President Loeb for allowing him to finish his working years in service to the International. He concluded by offering his assistance to all of his IATSE colleagues should any of them ever need him.

Representative Youngerman was saluted with a warm standing ovation by all in attendance. President Loeb expressed sincere appreciation to Representative Youngerman for his dedicated service to the International initially as a Local officer and subsequently as an IATSE Representative. Observing that "Joel has served the IA with dignity and pride," President Loeb wished Representative Youngerman a long, healthy retirement.

PRESIDENT LOEB: Microphone 3.

DELEGATE BOB RIGGS, Local 488: Mr. President, Bob Riggs, Business Agent, Local 488, Studio Mechanics of the Great Pacific Northwest.

On behalf of all of the members of Local 488, I want to express our deepest and heartfelt appreciation to 488 charter member Joel Youngerman for his years of service both to our Local and to the International.

In addition to being a strong union partner, I count Joel as one of my dearest friends. I, along with all of his friends in the Great Pacific Northwest, wish him well in his retirement. We will miss our little brother.

*(Applause)*

PRESIDENT LOEB: Microphone 7.

DELEGATE RACHEL MAGEE, Local 205: Mr. President, Rachel Magee from IATSE Local 205. I second my Brother's statements. I'd like to wish Joel well and a heartfelt thanks for everything he's done for me as an officer and for our Local and the members of our Local.

Thank you, Joel.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Retirement of West Coast Counsel James Varga."

## RETIREMENT OF WEST COAST COUNSEL JAMES VARGA

In a heartfelt and at times emotional address, West Coast Counsel James A. Varga advised President Loeb, General Secretary-Treasurer Wood, the General Executive Board and all in attendance of his retirement from the International as West Coast Counsel, a position he held for twelve years.

In his remarks, Counsel Varga recounted nostalgic moments from his thirty-eight year career as a labor lawyer, describing the last twelve as the perfect bookend to his chosen vocation. His passion for labor law began as a teenager when he worked on the "shop" floor in a steel mill where his father was also employed in Buffalo, New York.

Counsel Varga expressed genuine thanks to President Loeb for his support and leadership; Vice President Miller who advised him on how to be an "IA Lawyer"; the IATSE staff for their stalwart assistance, in particular the staff of the West Coast Office; and General Counsel Dulaney for her collegiality and unflinching friendship. He recounted that it was his

privilege to work for the IATSE.

On behalf of the West Coast Office, Vice President Miller extended fond wishes to Counsel Varga for a well-deserved retirement.

President Loeb observed that Counsel Varga has served the Alliance above and beyond what was expected, noting that his dedication to the IATSE is unparalleled. He recounted that without Counsel Varga there would be no IATSE Entertainment and Exhibition Industries Training Trust Fund and no agreement with InfoComm. President Loeb also noted Counsel Varga's capable representation of the IA PAC. President Loeb remarked that Counsel Varga had left an indelible imprint on the International and would always be a part of the IATSE family. He joined those in attendance in an extended warm ovation of Counsel Varga's dedicated service to the International specifically and the labor movement generally.

PRESIDENT LOEB: Microphone No. 1.

VICE PRESIDENT MILLER: International Vice President Mike Miller. I'll make a legal pun and be brief. I'd like to thank Jim for his service.

PRESIDENT LOEB: Really?

*(Laughter)*

Jim Varga did a fantastic job for us, as did Joel Youngerman. Thank you.

*(Applause)*

Microphone 3.

DELEGATE ROSE ETTA VENETUCCI, Local 28: Rose Etta, Local 28. I just wanted to officially welcome Jim and Andrea to District 1.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Adjournment" (Gavel)

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 9:30 a.m. on Friday, July 22, 2016.

"Report of the IATSE Defense Fund Committee" (Gavel)

"The Westin" –

PRESIDENT LOEB: Sorry.

*(Laughter)*

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"The Westin St. Francis, San Francisco, CA, July 19, 2016" (Gavel)

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**THE WESTIN ST. FRANCIS**
**SAN FRANCISCO, CA**
**JULY 19, 2016**

Since the last meeting of the Defense Fund Committee in Hollywood, FL on January 12, 2016 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN, Varsity Theater Organizing/Vikings Stadium – Legal .....11,193.65

Local No. 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA, Rhino, NW, and PSAV Organizing – Legal .....13,405.00

Local No. 56, Montreal, QC, Theatre du Vieux Terrebonne/Solotech Organizing – Legal.....34,396.83

Local No. 122, San Diego, CA, La Jolla Playhouse – Legal .....24,076.69

Local No. 125, Lake Porter and La Porte Counties-Ft. Wayne-Lafayette-Frankfurt-Crawfordsville, IN, Horseshoe Casino RC Petition – Legal .....4,026.89

Local No. 129, Hamilton/Brantford, ON, Theatre Aquarius – Legal .....3,559.50

Local No. 168, Vancouver Island, BC,
Tidemark Theatre – Legal .....17,986.30

Local No. 193, Bloomington-Springfield-
Jacksonville-Normal-Macomb-Peoria,IL,
Peoria Civic, Center Bargaining – Legal .....165.00

Local No. 210, Edmonton, AB, Bailey
Theatre Society Certification – Legal .....17,917.20

Local No. 262, Montreal, QC,
Cineplex Entertainment – Legal ..26,360.51Local No. 320, Savannah, GA,
Lucas Theater – Legal .....23,776.00

Local No. 523, Quebec, QC, Center
Videotron/Quebecor – Legal .....3,385.62

Local No. 695, Hollywood,
CA, TRO – Legal.....15,432.80

Local No. 828, Province of Ontario,
Theatre Aquarius – Legal .....226.00

Local No. 849, Maritime Provinces,
Egg Productions – Legal.....89,265.86

Local No. 868, Washington, DC,
Strathmore – Legal .....8,200.00

Local No. 917, Atlantic City, NJ, Operating
Engineers & Atlantic City Casinos – Legal ...4, 158.20

**SUB TOTAL:.....$297,532.05**

INTERNATIONAL
IATSE-Crew One/Live Nation Crew
One Campaign – Legal.....2,329.50

IATSE - Basic Agreement – Legal.....22,550.00

IATSE-AQTIS -Jurisdictional
Dispute – Legal .....17,745.15

IATSE - Golf Channel, Nu Image, Inc.,
Zaffina, Live Nation – Legal.....31,218.09

IATSE - Oregon Shakespeare
Festival – Legal .....63,784.36

**SUBTOTAL:.....$137,627.10**

LOBBYING AND CONSULTING
Thorsen French Advocacy.....$30,107.50

**SUBTOTAL:.....$30,107.50**

EDUCATION
LEAP Reimbursements to Locals/Officers ..16,610.41

Misc. Training/InfoComm/lnstructors .....158,832.43

Young Workers Conference.....16,281.86

**SUBTOTAL:.....$191,724.70**

**GRAND TOTAL:.....$656,991.35**

Respectfully Submitted,

s/Matthew D. Loeb
s/Anthony DePaulo
s/Daniel Di Tolla
s/John M. Lewis
s/Colleen Glynn

"Report of the General Executive Board Meeting, held at Le Meridien, New Orleans, Louisiana, January 30 to February 3, 2017."

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT LE MERIDIEN**
**NEW ORLEANS, LOUISIANA**
**JANUARY 30 – FEBRUARY 3, 2017**

"Call to Order" (Gavel)

## CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 30, 2017 in the Esplanade Ballroom of the Le Meridien, New Orleans, Louisiana.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
THOM DAVIS, Second Vice President
ANTHONY DEPAULO, Third Vice President and Co-Director of Stagecraft
DAMIAN PETTI, Fourth Vice President
MICHAEL F. MILLER, JR., Fifth Vice President and Director of Motion Picture and Television Production
DANIEL E. DI TOLLA, Sixth Vice President and Co-Director of Stagecraft

JOHN R. FORD, Seventh Vice President
JOHN M. LEWIS, Eighth Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Ninth Vice President
WILLIAM E. GEARNS, Tenth Vice President and Director of Tradeshow and Display Work
PHIL LOCICERO, Eleventh Vice President
C. FAYE HARPER, Twelfth Vice President
COLLEEN GLYNN, Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees Carlos Cota, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistant to the President Sean McGuire; Director of Communications Emily Tao; Director of Broadcast Sandra England; Political/Legislative Director J. Walter Cahill, Assistant Political/Legislative Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, John Culleeny, Peter DaPrato, Jamie Fry, Ron Garcia, David Garretson, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Lyle Trachtenberg, Jason Vergnano, and Retired Representative Barny Haines; Staff members Leslie Rosales, Asha Nandlal, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly and James Rainey, Jr.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 39, New Orleans, LA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 63, Winnipeg, MB; 80, Hollywood, CA; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Pittsburgh, PA; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 540, Baton Rouge, LA; 592; Saratoga Springs, NY; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 828, Province of Ontario; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B27, Cleveland, OH; B29, Philadelphia, PA; and B173, Toronto-Hamilton, ON.

"Host Locals" (Gavel)

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 39, 161, 478, 600, 700, 798, 800, 840, and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to New Orleans, Louisiana. On behalf of the Host Locals, International Vice President and President of Local 478, Phil LoCicero thanked the General Executive Board for the opportunity to host this meeting. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

President of the Louisiana AFL-CIO Louis Reine also welcomed the Official Family to the city of New

Orleans at the Host Local Breakfast on Monday morning. President Reine stated that Local 478 has met with many legislators and educated them on creating good paying jobs in the entertainment industry and what they provide for the citizens of New Orleans. He continued by saying "As a true labor movement, we will continue fighting and never give up. That's what we were built for – to take the challenges and fight for our members."

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

"Introductions" (Gavel)

## INTRODUCTIONS

President Loeb introduced the following new member of the Official Family:

*Jacob White, Associate*
*West Coast Counsel*

Jake White joins us from Weinberg, Roger & Rosenfeld, a Union-side law firm in California. Jake began working for the firm right out of law school, in 2009. He became the first person in firm history to handle an arbitration prior to receiving his bar results. It was the first of approximately 200 arbitrations he handled while at the firm. At Weinberg, Roger & Rosenfeld, Jake focused on traditional labor law, representing Unions in both the public and private sector. In 2013, he helped convince the California Supreme Court that public employers must provide Unions with employee contact information, regardless of their membership status.

Jake received his law degree from California Western School of Law, in San Diego, where he concentrated on employment and labor law. During law school he clerked at the California Department of Fair Employment and Housing in both San Diego and Los Angeles. He received his bachelor's degree in political science from the University of California, Santa Barbara, where he minored in United States History.

Jake is married and has two young daughters. His wife, Aiyana, is a screenwriter, and currently works on "Incorporated" on the SyFy Network.

General Executive Board Meeting Minutes, Midsummer Meeting, July 18 to 22, 2016. San Francisco, CA" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES

**Mid-Summer Meeting – July 18-22, 2016 – San Francisco, California**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in San Francisco, California, the week of July 18-22, 2016.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

"Report of the General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the General Executive Board on various matters.

*68th Quadrennial Convention Preparations*

The International Convention will take place this July at the Diplomat Hotel in Hollywood, Florida. The mid-summer meeting of the General Executive Board will precede the Convention and take place from July 10-14, 2017 and the Convention itself will take place from July 17-21, 2017. All District meetings will occur in the morning of Sunday, July 16, 2017.

Delegate credential packages will start being sent to local unions in April. In order for a local union to receive their delegate packages they must have remitted per capita payments for both the first and second quarters of 2017 (an amount at least equal to twice the number of members reported on their 1st Quarter Report for 2017) and they must have submitted the 1st Quarter Report for 2017.

Only after the delegate credentials have been completed and returned to the International will a delegate be eligible to make an airline reservation on the IA Master Account. Airline reservations must be made in accordance with the International Constitution and Bylaws, which limits reimbursement to the price of 30-day advance ticketing. The most convenient airport to the hotel is the Fort Lauderdale-Hollywood International Airport. Delegates driving to the Convention will be reimbursed at the lesser of either the IRS 2017 mileage rate of $0.535 per mile or the average airfares of their delegation or local unions in their area.

Reservations at the Convention hotel do not require

completed delegate credentials and should be made as soon as possible because the availability of rooms at the Convention hotel is limited to the block negotiated. The rate is $199.00 per night single/double occupancy. A link to the Diplomat Hotel reservation site is available on the International's website under the Member Resources/Events tab. By the end of March there will be a specific link to the Convention-specific website that will contain all Convention-related information. In addition, the next two issues of the Official Bulletin will contain a large amount of Convention information.

For the first time, this Convention will allow delegates to select an electronic option for all of the printed material. The information and registration form for this option will be contained in the delegate credential packages.

If local unions have questions in regard to the number of delegates they are entitled to for the Convention that information is available at this meeting or local unions can contact the Finance Department.

*Financial Update*

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2017 year-end review and in keeping with past practice, the results will be published in the Report of the General Secretary-Treasurer that will be presented at the Convention.

It is expected that the Convention Fund will be more than adequately funded to cover the necessary airfare and delegate per diem expenses. As has been the case since 2002, the General Fund will continue to be in the black and barring any unexpected major battles the Defense Fund is also expected to be in a positive year-end position.

The International continues to allocate substantial financial resources to organizing, training/education and servicing of our local unions, but the continued growth of our membership has resulted in revenue in excess of budget projections. The number of membership applications processed in the General Office during 2016 was 9,868 which was a historic record and surpassed the previous record established in 2015 by 8.4%. The total membership of the Alliance now stands at 132,122 which compares to 115,689 in January 2013, a 14.2% increase.

*Local Union 2017 Supplies*

The process of sending the 2017 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2016 and purchased the necessary amount of per capita stamps for 2016.

As of the commencement of this General Executive Board meeting, all but 32 of our 370 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2017 supplies and membership cards.

Local unions that have not received their 2017 supplies should contact the General Office to determine which issues need to be resolved.

*Information Technology*

During the Summer General Executive Board Meeting in San Francisco it was reported that the International was in the process of installing fiber optic Internet in the General Office. The project has now been completed and is providing a guaranteed speed of 100 MBPS up and down and increased reliability. This has led to increased productivity and improved quality for video conferencing.

The Finance and Member system database look has been upgraded and now matches the International's more modern look and color scheme so that there is now continuity between the public site and the database site that is used by staff and local unions.

The member events functionality for the database is now fully operational and is being used by our various departments to track our members involvement with LEAP, the Officer Institutes and other training initiatives.

Finally, the General Office is rapidly moving into full Convention preparation mode and work is continuing on the previously mentioned Convention website and the ability to provide a paperless Convention experience for interested delegates. There are also enhancements being made to the internal database Convention program in order that registration etc. will run smoothly.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2016, royalty payments totaling $249,026 were received.

2. The International continues to charge fees for consultation responses for INS Visas. During 2016 over $1.1 million in fees were collected.

3. Local unions will note that on the 2017 order blanks that were included in the supplies a new item is available for order. The long-standing IATSE lapel pin with the local number in the middle is now also available with pink enamel instead of white in recognition of our Sisters in the IATSE.

International President Matthew D. Loeb noted that the continuous sustained growth in the International's membership is a testament to the quality leadership of the International's General Executive Board and various Locals. President Loeb concluded his remarks by thanking General Secretary-Treasurer Wood and his staff for their work in preparation for the 68th Quadrennial Convention.

"Appearance: Louisiana Governor John Bel Edwards" (Gavel)

## APPEARANCE: LOUISIANA GOVERNOR JOHN BELL EDWARDS

The IATSE was honored to be welcomed to New Orleans by Governor John Bell Edwards. Governor Edwards remarked that the International was one of a few labor unions that is growing, indicating that the IATSE is "showing value and is benefiting from grass-roots" support.

He told the attendees that 2016 had been a challenging year for Louisiana given the historic flooding and the unfortunate incidents in Baton Rouge involving law enforcement and minority communities. Even so, Louisiana achieved many accomplishments last year including assisting flood victims; encouraging difficult conversations between communities of color and police to urge mutual respect; whittling down a two-billion-dollar budget shortfall and extending the Medicaid program so that 385,000 working poor might have access to health insurance. With regard to the latter, the Governor reported that this extension was actually saving lives by intervening before a catastrophic illness. Indeed, access to health coverage resulted in recipients being able to continue to work and to maintain their productivity which not only supports workers' families but the state as well. Governor Edwards said that his focus on broadening the Medicaid program in Louisiana emanates from his concern for working people. He told attendees that his wife, Donna, is a public school teacher and a proud union member.

Governor Edwards noted that the budget shortfall had posed a challenge for lawmakers and efforts to preserve the Motion Picture Investor Tax Credit. Nevertheless, despite its budgetary challenges, Louisiana maintained the credit, modifying it only to impose a $180-million-dollar cap. (He noted that the most that had been paid out in any previous year was $184 million dollars.) The Governor is hopeful that the modification will make the tax credit sustainable and is looking forward to its continuation.

As he concluded his remarks, Governor Edwards expressed his sincere appreciation to the International for holding its Board meeting in New Orleans and wished the attendees a productive conference.

"Appearance: Congressman Cedric Richmond" (Gavel)

## APPEARANCE: CONGRESSMAN CEDRIC RICHMOND

Congressman Cedric Richmond echoed the warm welcome extended to the International by Governor Edwards, telling attendees that the Governor is living proof that "sometimes the good guys win." The Congressman further noted that organized labor was the first group to support then Louisiana State Representative Edwards' candidacy for governor. A New Orleans native, Congressman Richmond, has represented Louisiana's second congressional district since 2011. His district includes most of New Orleans. He was recently elected chair of the Congressional Black Caucus.

Congressman Richmond told the attendees that he grew up in a union household as his mother was a public school teacher. He recalled that when the teachers went on strike that meant that his family was on strike as well and he and his brother had to picket along with their mother. He lamented that the United States lags behind other developed countries in providing parental leave and gender pay equity, noting the sixty-cents-to-the-dollar difference between women and men performing the same/equivalent work.

In his remarks, the Congressman challenged organized labor, generally, and the International specifically to tout labor's unassailable record on promoting worker safety; worker protections; and providing good, solid, middle-class jobs, remarking that when "you say something enough times, people start to believe it." He encourages the labor movement to talk about the value it brings to individual workers, their families, their communities, and the country.

He bristles at calling any work a "temporary job", but says instead that "a job is a job." Congressman Richmond encouraged labor to not only "stay together" but to embark on a publicity tour to brag

about what it does and how it has the surest return on investment because labor strengthens families which strengthen communities which in turn makes government productive, efficient and work for everyone.

While acknowledging the benefit of corporations to society, Congressman Richmond stated that businesses have a moral responsibility to communities; he specifically disapproves of those corporations that gut the fabric of communities to make more money for their shareholders.

In closing, Congressman Richmond asked all attendees to commit to fighting for what is right and against those things they believe are wrong.

"Appearance: Local No. 478, State of Louisiana/ Southern Mississippi, Re: Louisiana Flood Efforts" (Gavel)

## APPEARANCE: LOCAL NO. 478, STATE OF LOUISIANA/SOUTHERN MISSISSIPPI

**Re: Louisiana Flood Efforts**

International Vice President and Local 478 President Phil LoCicero, and Local 478 Secretary-Treasurer Chandra Miller reported on Local 478's efforts to provide relief to IA members during the Louisiana floods in 2016. They were joined by Local 540 President Hayes Taylor, and the following members of Local 478: Ken Conner, Jr., Byron Denson, Nicole LaBranche, Shira Landman, Michael McHugh, David Whatley, and Simonette Berry-Whatley.

Sister Miller provided the report. On Friday, August 12, 2016, the city of New Orleans experienced a devastating flash flood. Rivers and waterways in the area reached record levels, and rainfall exceeded twenty inches in multiple parishes. In fact, rainfall in the southern Louisiana area equated to more than four trillion gallons of water, enough to fill six million Olympic-sized swimming pools. As the rain subsided two days later, the devastation became apparent. At the request of Vice President LoCicero, Local 478 Benefits and Media Coordinator Shira Landman began contacting Local 478 members living in the Baton Rouge area to assess their safety and well-being.

On Monday, August 15th, Local 478 created a Flood Response Team, which sprang into action organizing staging areas for the collection of supplies and materials for affected members. With the assistance of the General Office in New York, the Team contacted members from the following Locals: 39, 161, 540, 600, 695, 700, 798, 800, and 840. Each member was contacted in order to assess their immediate needs, and determine those who needed shelter or temporary housing, food, supplies, or other assistance.

The Team learned that approximately thirty members had either their own house, or the house of a close family member flooded. In addition, approximately seven members' cars were flooded. Through their efforts, the Team was able to provide temporary housing, and collect and distribute gift cards, clothes, supplies, and other necessary items to members impacted by the devastating flooding. The Team also helped gut and clean homes, furniture, and personal belongings. Sister Miller noted that it was heartwarming to see so many members come together quickly to pool their resources and skills, and systematically address the needs of the areas hardest hit by the flooding.

General Secretary-Treasurer Wood contacted Sister Miller to inquire about the ways the International could assist with the aid relief effort. The International was able to assist by spreading the word about how members could assist the Team with their efforts. The General Executive Board also approved a $10,000 donation to the relief efforts. That donation was followed with matching donations from Locals 52, 478, and 479, a $5,000 donation from Local 798, and donations from Locals 154, 848, and 917. Coupled with many other donations from individual brothers and sisters, the Team raised nearly $50,000. This was truly an incredible accomplishment.

Local 478 member Simonette Berry-Whatley shared an email report she provided to the Local 478 Response Team during their response to the flooding. Sister Berry-Whatley recounted how grateful people were to receive assistance from the Team, especially in the more remote areas of Louisiana and Southern Mississippi.

Secretary-Treasurer Miller thanked the following members of Local 478 for their work on the Flood Response Team: Aly Aducci, Joshua Anderson, Heidi Bayer, Cassie Catalanotto, Gilbert Charbonnet, Ken Conner, Jr., Byron Denson, Shannon de Vergnette, Ida Floreak, Kristi Fournier, Rob Gray, Wendy Guerrera, Bonnie Haase, Brandon Holland, John Jabaley, James Johnson, Nicole LaBranche, Charles Lavoy, Nicole Lefevre, Kristen Lekki, Michael McHugh, Matthew McLellan, Ricky Molnar, Derek Moody, Craig R. Serody, Michael Smith, Patric Sullivan, Hayes Taylor, David Tory, Katelyn Tyree, Gabriel Wimmer, and Tony Ziegler. In addition, the following individuals served as Local 478 Response Leaders: International Vice President LoCicero, Shira Landman, David Whatley, and Simonette Berry-Whatley.

Vice President LoCicero expressed his sincere and heartfelt thanks to the Response Team, and noted that the first call he received after the flooding was from President Loeb.

President Loeb stated that the response to the flood is what being a Union is all about, and commended everyone who gave of themselves to help brothers and sisters in need. He expressed his personal and professional gratitude for setting an example for all members of the Alliance for what we can do. President Loeb conveyed his thanks and thanks from the General Executive Board, stating that the Union will be forever grateful for the work that was done here.

"Appearance: Local No. 478, State of Louisiana/ Southern Mississippi, Re: Membership Activities" (Gavel)

## APPEARANCE: LOCAL NO. 478, STATE OF LOUISIANA/SOUTHERN MISSISSIPPI
**Re: Membership Activities**

In the spirit of the Activism Pillar of Success, International Vice President and Local 478 President Phil LoCicero, Local 478 Business Agent Cory Parker, and Local 478 members Dan Wyssman, Brook Yeaton, and Kevin Lang appeared before the Board for the purpose of recognizing two groups from IATSE Local 478 who gave their time and resources to help raise money for research and bring awareness to their community regarding pediatric cancer.

Business Agent Parker reported that the first group, JMAC Grips (a/k/a Reel Smoking BBQ Team), headed by Local 478 member Wyssman, participated in the 2016 Hogs for the Cause fundraiser. In addition to Brother Wyssman, Parker thanked Local 478 members Jimi Ryan, Trapper McEvoy, Jim Wayer, Nick Nicolay, and Max Patrucco for their time and efforts. Thanks to their work, money was raised to help build a patient assistance housing building at the Children's Hospital of New Orleans.

Business Agent Parker reported that the second group, Mobtown Props, headed by Local 478 member Yeaton, participated in a St. Baldrick's Foundation fundraiser, which raised money to help the fight against pediatric cancer. Brother Parker shared a letter from the Foundation:

"The St. Baldrick's Foundation is proud to recognize the hard work of Mr. Brook Yeaton this year. Brook ranks among the top 1% of St. Baldrick's volunteers who braved the shave in 2016 to raise much needed funds for childhood cancer research. From a whopping 153 donations, Brook was able to raise an outstanding $13,825.

To put this figure in real-world context, Brook's achievement is equivalent to the support of two St. Baldrick's Summer Fellows – young career investigators who are able to devote themselves entirely to cutting edge research during their summers away from PhD coursework. The next breakthrough in childhood cancer treatment may very well come from these researchers, and by extension, the hard work of Brook.

His team, Mobtown Props, also deserves a shout-out for their tremendous accomplishment. The eleven-person crew bulldozed their $5,000 goal and raised a combined $28,480.27! These dedicated men & women are nothing short of heroes for kids with cancer and we are so grateful to have them alongside us in the battle against childhood cancers."

In addition to Brother Yeaton, Parker thanked Local 478 members Andy Lovell, Michael Castro, Steven Noell, Alexa Kinigopoulos, David Nash, and Kevin Lang, as well as Nims Center Stage Manager Bruster Sampson and SAG members Zo McLellan and Rob Kerkovich for their time and efforts to bring awareness to such a worthy cause.

Finally, Business Agent Parker thanked President Loeb for continuing to encourage activism throughout the entire IA, and for his leadership and guidance, utilizing the Pillars of Success.

Vice President LoCicero thanked these members for their hard work in the fight against childhood cancer.

President Loeb remarked that Local 478 has answered the call to provide assistance to those in need, and stated that he is encouraged by the tremendous increase in charitable work done by the Locals and members of the Alliance. The more we can do for our community and charities, the stronger we will be. President Loeb expressed his gratitude and appreciation for their hard work.

"Appearance: Local No. 18032 ATPAM, New York, NY, Re: Ambassador Theatre Group:

## APPEARANCE: LOCAL NO. 18032, ATPAM, NEW YORK, NY
**Re: Ambassador Theater Group**

Prefacing his remarks by stating his was a report of unity and solidarity, Corresponding Secretary of ATPAM, Nick Kaledin, reported to the Board on the

Local's successful negotiations with Ambassador Theatre Group (ATG) for the Hudson and Lyric Theatres.

ATG is a global producer in legitimate theatre, operating over forty performance venues internationally. In New York, the Hudson and Lyric Theatres have IATSE-represented crews, including ATPAM House Managers. Brother Kaledin expressed his appreciation to Local One President James J. Claffey, Jr. and Business Agents Kevin McGarty and Paul Dean, Jr,; Locals 306, 751, 764, 797, USA829; International Vice President Daniel Di Tolla and General Counsel Samantha Dulaney. He expressed heartfelt appreciation to President Loeb for his personal involvement in these negotiations.

President Loeb remarked that "when we stand together, we win." He thanked each of the IA Broadway Locals which were unwavering in their support of ATPAM. President Loeb stated that "whether it's one person or 1,000, the International will support its local unions."

PRESIDENT LOEB: Microphone No. 1.

DELEGATE NICK KALEDIN, Local 18032: Mr. President, Nick Kaledin, Local 18032 ATPAM.

We would like to thank you sincerely for the support and resolve you provided us in our recent jurisdictional struggle against the Ambassador Theatre Group on our home turf, Broadway. Correctly sensing and correctly calling this an existential threat, you quickly mobilized the resources of the International, brought our sister Locals together to push back against ATG, allowing us to achieve success in retaining jurisdiction.

I would also like to thank International Vice President Dan Di Tolla and IA General Counsel, Samantha Dulaney, for their guidance and support. We are indebted to you for your assistance. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you. And had the rest of the New York theatrical Locals not done the right thing, which is refuse to make a deal unless ATPAM had a deal, there wouldn't have been a deal. So they all did it. Everybody stood together.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Report of the Board of Trustees (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees Thomas Cleary, Carlos Cota and Patricia White presented the Report of the Board of Trustees for the period of May 1, 2016 through September 30, 2016 to the General Executive Board. Trustee Cota reported that the Trustees met in the General Office in New York City on October 25-27, 2016, for the purpose of reviewing the books, records, and financial accounts of the International Alliance and found them to be in order. On behalf of his fellow Trustees, Trustee Cota expressed sincere thanks to General Secretary-Treasurer Wood and his phenomenal staff for their assistance in facilitating their review.

President Loeb thanked the Trustees for their important work.

"Adrienne Arsht Center" (Gavel)

## ADRIENNE ARSHT CENTER

International Vice President Anthony DePaulo, Local 500 Business Representative Terry McKenzie and Assistant Financial Representative Tina Underwood appeared before the Board to report on the successful negotiations with the Adrienne Arsht Center in Miami, Florida. Brother McKenzie stated that this site is the premiere large performance venue in Miami Beach and provides the Local with steady employment.

He was pleased to inform the Board that the Local achieved wage and benefit increases, premium payments, full-time salaried positions, expanded holiday provisions, and increased craft jurisdiction, including truck loaders in the new collective bargaining agreement. Significantly, wardrobe workers will now enjoy parity with stage workers.

President Loeb noted the long-term relationship between the Adrienne Arsht Center and the International/ Local 500. He congratulated the Local on a solid agreement that provides stable work for the Local.

"Editors Dispute Alberta" (Gavel)

## EDITORS DISPUTE ALBERTA

International Vice President Damian Petti reported to the General Executive Board on the status of a dispute between Local 212 and the Directors Guild of Canada, Alberta District Council (DGC-ADC) over the jurisdiction of editors in Alberta.

Local 212 and the DGC-ADC have had a longstanding understanding in Alberta that the two unions "share" trade jurisdiction over certain film industry classifications. In order to avoid the types of conflict that could arise in circumstances of "shared" jurisdiction, Local 212 and the DGC-ADC entered into an agreement decades ago that afforded any individual working in one of these "shared" jurisdiction classifications the freedom to choose which of the two unions he or she wanted to be represented by in their employment. Despite this longstanding agreement, a Local 212 member set to commence work as an assistant editor on the tenth season of a production called "Heartland" in 2016 was forced by the production to work under a DGC-ADC agreement under protest or face termination. Local 212 took immediate issue with the production's ultimatum and proceeded to file a grievance. In response, the production applied to the Alberta Labour Relations Board to request the Board determine which union had jurisdiction over editors. The DGC-ADC participated in the proceeding by taking the position that the DGC-ADC had exclusive jurisdiction over editors.

After numerous attempts to resolve the dispute without litigation, Local 212 was finally able to reach a settlement of the dispute with both the production and the DGC-ADC on the first scheduled day of hearings at the Labour Board. Highlights of the settlement include recognition of and respect for Local 212's jurisdiction over editors.

President Loeb congratulated Local 212 on being able to reach a settlement of the dispute which maintains IATSE's trade jurisdiction over editors in Alberta. In doing so, President Loeb underscored the importance of taking action to protect the trade jurisdiction of IATSE and encouraged all Locals to be vigilant in this regard. President Loeb confirmed that any Local fighting to protect jurisdiction will have the full support of the International.

"Hairspray"

## HAIRSPRAY

Reporting to the General Executive Board was Vice President and Motion Picture and Television Department Director Michael F. Miller Jr., International Representative Peter Marley, General Counsel Samantha Dulaney, Associate West Coast Counsel Jake White, and representatives of the Los Angeles area Locals.

Vice President Miller reported that this past summer, the IA learned that NBC Universal was attempting to utilize their NABET network agreements on the Universal Backlot, despite production work on the backlots being the geographic and craft jurisdiction of the International since the beginning of motion picture production. Universal City Studios and Universal Network Television are both signatory to the Basic Agreement. The sizable technical crew would not have received benefits through the MPIPHP which concerned the International because coverage and continuity of benefits are important for workers and their families.

President Loeb filed an Article XX raiding charge against NABET-CWA with the AFL-CIO mediating several calls and one in-person meeting in Washington, DC. The IATSE asserted its traditional jurisdiction on the Studio Backlots and argued that the Universal backlot did not fall under the jurisdiction of NABET. These charges were later withdrawn once a settlement was reached.

Concurrently with the AFL-CIO charges, the West Coast Studio Locals began ramping up pressure on the company during set visits and in crew meetings and discussions. Stagehands Local 33, the Backlot Locals 44, 80, 728, and 729 and Locals 600 and 695 worked together to protect each other and recognize the traditional jurisdictions of all of the Locals, garnering support for the technicians in the Camera and Sound departments from all departments.

Costumers Local 705, Make-up and Hairstylists Local 706, and Art Directors Guild Local 800 were also discussing with this employer the appropriate agreement for this production. These Locals and the IA took the position that the Basic Agreement was the appropriate agreement for this scripted, prime time dramatic program.

With the live air date approaching, Vice President Miller, Assistant Director Holtgrewe, Representative Marley, and Associate West Coast Counsel White met with NBC's labor relations officials to resolve these issues. It was determined that the Basic Agreement would apply for the production of "Hairspray" for the West Coast Studio Locals. Additionally, the Local 33 agreement would remain applicable for the Stagehands working on this production.

Vice President Miller noted that the local unions remained unified, and their unity was vital in obtaining a satisfactory resolution of the dispute with the employer.

Scott Bernard, Business Agent of Local 695, thanked Vice President Miller and International

Representative Marley for their efforts. Representative Marley thanked the crew for standing together and presenting a unified front.

President Loeb remarked on the importance of protecting IATSE jurisdiction and congratulated the Locals for their work and the members for their solidarity.

PRESIDENT LOEB: Microphone 5.

DELEGATE REBECCA RHINE, Local 600: Mr. President, Rebecca Rhine, Local 600. I just want to take this opportunity to thank International Vice President Mike Miller for his work on this very important initiative. NBC Universal was doing a live version of "Hairspray." They were intending to do it under the contract of another union, despite the fact that most of the crew were IATSE members. Vice President Miller approached it in a collaborative, coordinated and strategic sense. He brought the Locals together. He looked at every angle. And at the end of the day, the work was appropriately covered under our contract, and the members got the benefits they so richly deserved.

So thank you to him and to you for your support.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

DELEGATE KYLE BEEBE, Local 33: Mr. President, I'm Kyle Beebe, the President of Local 33. The live broadcast of "Hairspray" placed 33 in a very difficult position because it appeared that we could either maintain our historic jobs in live television, or support our union brothers and sisters in the other departments.

I wish to commend our International President, Matt Loeb, Vice President Mike Miller Jr., Representative Pete Marley, and the West Coast office for cutting through this Gordian Knot, preserving the Local 33 place in live television, while securing the camera and other work for our brothers and sisters in the IATSE.

I also wish to commend Business Agents Randy Pitkin and Bill Ford who were on-site during this process. Our agents guided the members of Local 33, who despite being bound by a no-walk-out clause in our contract, showed management in the clearest possible terms that the IA is united; that they could not play one Local against another; that the back lots and stagecraft Locals stood united.

After the broadcast I would like to add that management sent a letter of praise and appreciation. NBC clearly understands that the best production product is with an all-IA crew.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT

International Vice Presidents and Co-Department Directors Daniel E. Di Tolla and Anthony DePaulo, International Vice Presidents Michael Barnes, and John Lewis, International Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman and Peter Marley and Special Representatives David Garretson, and Stasia Savage updated the Board on the activities in Stagecraft since the Summer Board meeting in San Francisco.

Representative Bateman reported on Local B-20 successfully obtaining recognition for ticket sellers at an unrepresented venue operated by the city of Portland. Representative Bateman also reported on the successful conclusion of negotiations with the Alaska Performing Arts Center. The Local had been working under a non-exclusive agreement with the Center but successfully obtained voluntary recognition and an exclusive collective bargaining agreement for the first time. Representative Bateman also reported on the progress of Local 154 in Ashland, OR. President Loeb swore into membership 50 of the 65 new members. The Local has adopted a Constitution and Bylaws and has been diligent in administering its new contract with the Oregon Shakespeare Festival.

Special Representative David Garretson reported on efforts to organize and bring under contract large festival events. He congratulated Locals 15, 31, 115, 322, and 417 on their success organizing festivals in 2016 and expressed optimism for continued progress in 2017.

Assistant Director Hartnett reported on the successful negotiation of a new contract between Local 87 and SMG. Previously the Local had been working under a rate card at the Altria Theater. The new contract with SMG covers the Altria as well as the John

Paul Jones Arena and Richmond Coliseum. Assistant Director Hartnett also reported on the conclusion of negotiations between Local 82 and the Kirby Center, Local 97 and the Santander Arena, Local 787 and the Pittsburgh Civic Light Opera, and Local 3 and Heinz Field.

Assistant Director Hartnett also reported on his assignment to conduct Continuing Organizing Membership Education Training (COMET) Training for Locals 28, 154, 675, 793 and B20.

Assistant Director Hartnett reported on Special Representative Joseph Short's assistance to Local 747 in successfully concluding negotiations with the Columbus Association for the Preforming Arts. Representative Short expressed appreciation to the Local and to International Trustee White for their support.

Vice President Barnes reported on the negotiations with Spectra (formerly Global Spectrum), noting that the agreement covers more venues. Vice President Lewis reported on the participation of the Canadian Department in several trade shows with a new display booth. He also reported on the progress of negotiations for new Canadian Pink Contracts. There are now sixteen signatory employers. The Department has concentrated on obtaining leave for domestic violence victims in these contracts and has been largely successful. Vice President Lewis also reported on the development of a comprehensive Canadian contract database in conjunction with the General Office.

Special Representative Savage reported on the successful organizing drive involving the ticket sellers employed by the Michigan Opera. Despite the employer engaging a union avoidance firm the election was unanimous in favor of representation by Local 757. Special Representative Savage also reported on the successful conclusion of negotiations between Local 810 and the Kansas City Lyric Opera.

Representative Marley reported on his assignment to provide assistance to Local 614 in San Bernardino, CA in discussions with Live Nation to establish terms for the presentation of "rave" events at the Sunset Center Amphitheater. The parties successfully resolved the issues. Representative Marley also reported on the successful conclusion of negotiations between Local 504 and Disneyland on behalf of Stage Managers. The contract includes substantial improvements for the workers. He also reported on successful negotiations between Local 442 and the Thousand Oaks Civic Arts Plaza and Local 158 and the Savemart Center in Fresno, CA.

Vice President DePaulo provided the Board with an update on the auditing of tours traveling under the lower tiers of the Broadway League/Disney and Non-League Pink Contracts in order to ensure compliance with their obligations to pay overage. The first audit found only minor discrepancies which were addressed with the company.

Vice President Di Tolla reported on the implementation of the new contract covering the Lakewood Amphitheater owned by Live Nation in Atlanta. Local 927 began representing the stagehands effective July 15, 2016. He acknowledged the contributions of Business Agent Neil Gluckman in managing a smooth transition. Vice President Di Tolla also reported on the successful conclusion of negotiations with Live Nation for the national amphitheater contract. The agreement covers venues in jurisdictions of Locals 2, 3, 8, 10, 11, 22, 30, 48, 78, 84, 125, 285, 321, 322, 329, and 500. Vice Presidents Barnes and Carlson and Assistant Director Hartnett participated in the negotiations. He also reported on the successful conclusion of negotiation with the Barclays Center. That agreement covers Locals 4, 306, 751, 764, 798 and USA829. Vice President Di Tolla also reported on the organizing drive involving Local 153. The Local had previously serviced the Plaza Theater complex managed by SMG under a rate cards. The Local was replaced by a labor contractor. A petition for a representation election has been filed with the NLRB and a hearing is scheduled to determine if SMG and the labor contractor are joint employers.

President Loeb stressed that the Department would continue to audit traveling productions to ensure compliance with the International's touring agreements. He remarked that upwards of thirty Locals are being assisted with bargaining, organizing and training, demonstrating that if a stage Local wants help, the International is available. He specifically noted that Live Nation is now a national agreement and that the Spectra Agreement has expanded significantly to include thirty-six buildings, covering workers in both countries and providing employment and benefits. President Loeb observed that growth in the International will come from organizing in stagecraft. He strongly encouraged stage and mixed local unions to train and organize, reminding them that by doing so they protect their jurisdictions.

PRESIDENT LOEB: Microphone 3.

DELEGATE ERIC LIZER, Local 918: Mr. President, Eric Lizer, Business Agent Local 918.

On behalf of the IA's Alaska Local, I would like

to thank you for your generous support in assigning International Representative Chris Bateman to assist in Local 918's negotiations with the Alaska Center for the Performing Arts.

With the Representative Bateman's assistance, Local 918 was able to leverage an authorization card signing campaign into voluntary recognition with this employer.

Thank you, President Loeb.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE LEAH OKIN, Local 764: Mr. President, Leah Okin, Local 764. On behalf of the membership of Local 764, I would like to thank you for our inclusion alongside all the other Locals in the Barclay Center agreement and its recent renegotiation. Our members are so excited for the expanded work opportunities that this venue brings outside Manhattan.

I would also like to thank International Vice President Dan Di Tolla for his diligent work during the most recent renegotiations. It was because of his persistence that several meaningful improvements were made for the employees at this facility.

On behalf of the members of Local 764, I thank you both.

PRESIDENT LOEB: Thank you.

*(Applause)*

Microphone 3.

DELEGATE KYLE C. STRAIT, Local 154: Mr. President, Kyle C. Strait, Local 154, Ashland, Oregon. Thank you, Mr. President, General Secretary-Treasurer Wood, delegates, and everyone that we represent.

Throughout time, humankind has invented many different ways, clever and not, to contain and preserve fire. Two drives ago, around 16, 17 years previous to now, our pro-organizational predecessors kept embers in a coal box with sand, to be kept alive. In 2014, with the assistance of Christopher "Radar" Bateman, we fired it up again.

Daniel, Sandra, thank you for the coals. Mr. Bateman, thank you for your assistance and your wind. We must thank our negotiating team and attorney, Liz Joffe, the intense support of District 1, support from across the United States and Canada. Thank you, merci.

Mr. President, your personal attention and presence has been priceless and is unforgettable. Thank you.

We no longer need the coal box. For now we carry a torch, one that we carry with all of you. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

DELEGATE BAMBI LYNN OOLEY, Local B20: Mr. President, Bambi Ooley, BA, Local B20, Portland, Oregon. I'd like to thank you for your continued support of Local B20 and your support of organizing the Expo Center. It was our last venue owned by the city that told me, over the years, that we'd never organize in that building. We did organize; we got the ticket sellers with the help of the Defense Fund and you.

And we went through a contract just recently with this, where they kept telling me, "No, no, no, you can't have the ticket sellers." And so we fought for that and got them.

And then we finally proved to them, because they kept saying – trying to change our contract many times. We finally proved to them that they were wrong, they didn't hire enough people to keep our venues running with us.

And so after that, we ratified our contract, and now we have another two years to go, on a three-year contract, because we just ratified.

Thank you to Radar Bateman, our International Rep. And I'd like to thank Sandy England. She's been my inspiration all of these years, and I just want to thank her. Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Motion Picture and Television Production Department" (Gavel)

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Scott Harbinson, Jamie Fry, Steve Kaplan, and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last General Executive Board meeting.

Vice President Miller reported on the status of the current major production agreements. The new 2017 Low Budget Agreement, which is part of a separate report, will be sent to the printer shortly, and the AICP Agreement has been distributed to the Locals. In addition, as part of the ongoing process of fine-tuning the Motion Picture and Television (MPTV) one-off contract templates, there are now stronger penalties to protect members of the Alliance working under one-off contracts.

Entertainment production is at an all-time high in the U.S., with continued strong growth in the new media sector. In the past year, there were agreements put in place for over one-hundred new media projects; Netflix alone accounted for almost forty new productions.

Recently the Directors Guild of America concluded negotiations with the AMPTP, and this spring the Writers Guild and Screen Actors Guild will also bargain for successor agreements. The MPTV department will be evaluating these agreements as they will inevitably impact the Basic Agreement negotiations in 2018.

Assistant Department Director Holtgrewe elaborated on the growth of new media production. Netflix has recently claimed that they will invest heavily in unscripted content in 2017. They plan to debut twenty such projects, including global competition series "Ultimate Beastmaster", which is under contract, and, more recently, "Bill Nye Saves the World", a new talk show. Netflix believes their original programming lineup will grow to 1,000 hours, more than doubled from 2016, and the company vows "that's a conservative measure right now."

The Department is well situated for this deluge of new media content, and is focused on negotiating competitive and strong agreements for members. The Department believes it has a firm grip on this segment of the industry.

The expansion of unionized non-scripted programming continues. Representatives Trachtenberg and Kaplan have engaged in a flurry of non-scripted organizing. The strength of members has allowed the International to bring these shows under contract. Of particular note is the world of Food Network competition shows. This is significant to mention because, Representative Trachtenberg has, most recently, unionized *Iron Chef Gauntlet*. Discussions are ongoing in this genre.

Representative Aredas reported that the Association of Independent Commercial Producers (AICP) contract was one of the first IATSE Term agreements to implement the IATSE Training Trust Fund contribution requirements. Since adding the Training Trust to the Agreement, there have been over one million dollars in commercial agreement contributions from hundreds of different companies. Representative Aredas commented on the number of jobs in the TV commercial industry and the negative impact that in-house production by advertising agencies is having on Union employers and work opportunities for our members.

The AICP Agreement was renegotiated in the past year. The IA is in the re-sign period for commercials, and there are currently 282 signatories to the AICP Agreement. Ten commercial companies have been organized since the GEB's last meeting. Representative Aredas discussed one such company, a small, but growing, commercial production entity named Pet Gorilla.

The IATSE low budget compliance audit program continues to audit various productions including Low Budget Motion Pictures, Music Videos, Commercials, and New Media productions. The communication and sharing of information from the members to their Union is the most important way to track if a production may be over budget or not. There are currently thirteen low budget compliance audits in progress, and ten completed inspections since the last meeting of the General Executive Board. Of the completed projects, none were found to be in violation, and one self-reported that they exceeded their costs and paid the necessary adjustments.

The IATSE has crew employed on every major award show being produced, including the Oscars, Grammys, and Tony Awards. There are approximately thirty term signatories to the awards show agreement and the Department signs dozens more each year on a single production basis.

Representative Fry reported that in 2016, the state of Kentucky increased its incentive program making it one of the most lucrative in the country. As expected,

a flood of production flowed into the state. In early August, Representative Fry traveled to Kentucky with Local 600 for the purpose of organizing two low budget productions. *Tragedy Girls* is worth particular mention because organizing the show led to the signing of additional projects and, as Vice President Miller noted, demonstrates that being IA is viewed as a worthy credential.

There have been a number of issues with *Starbright*, a full-budget feature that has been shooting in Oklahoma and Louisiana. This experience has demonstrated the wisdom of expanding Local 484's jurisdiction into Oklahoma, which helped ensure that this production was Union. The IA's presence has helped to protect our members working on the production. *Starbright* has moved to Louisiana, where Local 478 is now involved. The Department will be working jointly with the Locals to make sure that this production is in full compliance with its IATSE agreements.

Representatives Harbinson and Fry continue to assist the Locals in states with new incentives so that they can ensure the work done in their jurisdiction is under contract. Representative Fry met with the Kentucky Film Commissioner. She and the Commissioner had a productive discussion about the nature of the unionized film industry.

Last summer, based upon new legal precedent, the IATSE created electronic representation cards for use in organizing campaigns. Representative Fry reported that it has been an excellent unionizing tool. Although she noted that face-to-face organizing is still essential, the new process enables the Union to quickly gather signed representation cards.

Vice President Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements include the BC Master Agreement, the 873 Term Agreement, and the 411 Term Agreement. There are now 357 companies that are signatory to the Canadian Binder Agreement and 143 to the Canadian Local Unions Term Agreements. The Department has revised the wording of the Canadian Binder Agreement to make it tighter and to reflect the presence of Locals 671 and 709 in Newfoundland and Labrador, and Local 634 in Northern Ontario.

In 2016, the Department saw historically high levels of productions in a number of regions in Canada. The International tracks all IA productions in Canada and, as of the end of December, there were 267 productions under agreement. Not one region was immune to the high production levels.

Reporting on Visual Effects production, Representative Kaplan stated there have been no significant shifts in where most of the visual effects work is being produced. Vancouver remains the largest work center that is covered under IATSE jurisdiction. The number of people working in Vancouver in visual effects (i.e., post-production work for live-action features and television work) remains in the thousands. Over the last year, Los Angeles saw an increased amount of work completed within the city. Those working in visual effects in Los Angeles are estimated to be just over a thousand. There has been an increased prevalence of small production-hired visual effects teams on television and feature work.

The Department expects to see a growing number of visual effects artists work under an IATSE agreement. Representative Kaplan will continue to monitor this growing list of productions to insure compliance. Within the last year, attendance at the SIGGRAPH convention, town hall meetings and individual outreach saw an increase in the awareness of the IATSE.

Representative Kaplan also reported on organizing in the animation industry.

Vice President Miller was joined by Representative Kaplan in negotiations with Sony Pictures Animation for a successor agreement in September of 2016. The new three-year agreement includes the same wage increases and benefits adjustments that were gained in the 2015 Basic Agreement negotiations, as well as addressing the concerns raised by Local 700 members regarding overtime, distant location provisions, and consecutive days worked.

Representative Kaplan attended Digital Hollywood's Virtual Reality Summit in October of last year. Digital Hollywood is an entertainment trade conference that holds three big meetings a year to discuss current trends, technologies, and issues facing producers and content creators. Virtual Reality content is widely seen as a content enhancement tool that will bring more eyeballs to distribution channels that can deliver it. It is being sold as an immersive content experience that will increase the number of committed viewers to enjoy that experience. As that content is entertainment production, IATSE members working under existing agreements are being employed to perform the work. Producers still need the skills and talent that our members provide to create this content. The Department will need to continue to police this type of production to ensure it is done under Agreement.

Representative Harbinson reported that organizing in the Southeast continues at a brisk pace. Most of the productions that required the attention of IATSE organizing teams were clustered around the million-dollar mark and located in states offering significant production incentives.

"Coup D'Etat", which filmed in Savannah, GA, was a $4.0 million production that required a strike to get an agreement. Harbinson also reported on an organizing drive on the production of "It's Time" in Mississippi. President Loeb declared this production "unfair" pursuant to the International Constitution. Vice President Miller reiterated that, as of this meeting, this show remains non-union and IATSE members are prohibited from providing any services to this company until the "unfair" letter has been rescinded.

Representative Trachtenberg reported on the successful organization of Rabbit Bandini Productions, LLC, in October of this past year. Inter-department communication was very important in this effort.

Assistant Director Mahoney reported that since the last General Executive Board meeting, a total of 437 agreements have been processed, and the Department vetted and signed 17 new term signatory companies. The latter part of 2016 continued to be extremely busy for low budget feature production with a total of nineteen one-off low budget motion picture agreements signed since June of last year.

Of the 437 agreements signed, 87 were Term Low Budget Theatrical Agreements, 37 features that were done under the Basic and Area Standards Agreements, 104 made-for-television agreements, 57 new media productions, 47 single production contracts, and, finally, 105 agreements that covered a mix of promos, commercials, and music videos.

Vice President Miller mentioned that the Safety Hotline continues to help members across North America, with the majority of calls coming from motion picture and television productions.

It looks like 2017 will be another year of record-breaking production in the U.S. and Canada. A record 455 scripted original series aired in 2016, and, according to various industry trade publications, entertainment production will continue to grow and will not peak any time soon. With new media outlets giving traditional television a run for its money, benefit contributions should continue to climb as well, ensuring continued robust pension and health plans for IATSE members. The Department remains committed to organizing in all areas of motion picture and television production to protect the livelihoods of members.

Vice President Miller mentioned an upcoming meeting with International President Loeb and AMPAS to discuss their Academy Diversity Programs.

Vice President Miller concluded the Motion Picture and Television report by discussing the preparations for the Basic and ASA negotiations in 2018. The Department will be setting priorities as it evaluates the fiscal health of the Benefit Funds, and evaluates the status of the Pension benefits based on health plan reserve levels. The Locals have been asked to begin to develop their priorities as well.

President Loeb thanked the Department for its report and expressed his confidence that we will be well prepared for Basic Agreement bargaining in 2018. He also expressed his support for the Alliance's diversity efforts. Regarding VFX artists, President Loeb expressed his hope that these workers will soon recognize the many benefits of Union-representation, and join together in solidarity to stand up to their employers. Finally, President Loeb expressed his appreciation for the hard work and commitment of everyone in the Department, remarking that Vice President Miller runs the Department very well.

"IATSE Tradeshow and Display Work Department"

## IATSE TRADESHOW & DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow Department William Gearns, International Vice President C. Faye Harper, International Representatives Mark Kiracofe, Joanne Sanders, Dan'l Cook and James Brett reported to the General Executive Board on developments in the Tradeshow Department since its last report in San Francisco, California.

*Exhibition Services and Contractors' Association (ESCA)*

In September 2016, Representative Gandolini chaired ESCA's Labor-Management Council's quarterly meeting at McCormick Place in Chicago. The Council convened again in December 2016 in conjunction with ESCA's Annual Meeting and the IAEE Expo! Expo! At those meetings, Council Members were updated on, among other things, the progress Representative Gandolini and others have made on the PowerPoint presentation titled, "Risk Management: Event Organizers Orientation to Work Rules & Regulations." The goal of this presentation is to educate event organizers on the value of using organized labor and

how to avoid violating ESCA's own work rules. A final draft of the presentation is scheduled to be presented to the ESCA Board for approval in March 2017 with a formal presentation for event and show organizers at ESCA's Summer Educational Conference.

In 2016, the International Association of Venue Managers, the International Association of Exhibitions and Events, and the Exhibition Services and Contractors' Association joined together to create the Exhibitions and Meetings Safety and Security Initiative (EMSSI). The EMSSI was established in an effort to ensure the safety and security of the millions of people who attend meetings, conventions and exhibitions in this $283 billion industry. EMSSI plans a public/private partnership that aligns convention center security guidelines with federal programs and the Department of Homeland Security/Safety Act Office.

*Tradeshow Events*

Representative Kiracofe assisted in facilitating the IATSE Exhibit at the following trade events: SIGGRAPH and IAEE Expo in Anaheim, California, and LDI in Las Vegas, Nevada.

*Local 5 Cincinnati*

Representative Kiracofe was assigned to assist Local 5 with negotiations for a successor agreement with Freeman Expositions Inc. The ratified agreement provides Local 5 referrals with a 2.5% wage increase in each of the five years, and a 3% pension increase over the term.

Local 5's agreement with Global Experience Specialists (GES) expired on August 31, 2016. Representative Sanders was assigned to negotiate a renewal. The new GES agreement resulted in a five-year term with updated language for the National Benefit Funds, wage increases of 2.5% in each year, and pension increases of 1% in the third and fifth year.

*Local 7 Denver*

Representatives Sanders and Cook attended negotiations on behalf of Local 7 Denver with Coast to Coast Event Services and the Exhibitor Appointed Contractors (EACs) in December 2016. The renewed Coast to Coast agreement includes a 6% wage and benefit package increase and the addition of bond language to insure timely payroll and benefit funds payments. The Local reached a tentative agreement with all nineteen EACs in late January 2017 that included a wage and benefit package of 5.5% per year and improved steward language and retroactive payments to January 1, 2017.

Representative Cook assisted Local 7 with its Freeman AV contract. The parties reached a tentative agreement on a three-year deal that includes: improved steward language; four company-sponsored training sessions per year and equipment supplied for additional training sessions; and, 4% increases per year to be split between wages and benefits.

*Local 17 Louisville*

Representative Sanders was assigned to assist Local 17 in the negotiation of a renewal of its tradeshow agreement with GES that expired in August 2016. The renewal agreement was re-designed and is expected to serve as an area standard tradeshow agreement for all tradeshow employers in the future. The agreement provides for a five-year term with 3% increases in wages in years one through three and five, along with a 3% increase across benefit plans. The renewal agreement was ratified in early January 2017.

Representative Gandolini was assigned to assist Local 17 with renewal agreements for Shepard Exposition Services and Heritage Tradeshow services. The terms of those renewals incorporate similar terms as those set out in the GES renewal agreement. These renewal agreements were ratified in early January 2017.

*Local 30 Indianapolis*

Representative Sanders successfully renewed Indianapolis Local 30's tradeshow area standards agreement in late August 2016. The five-year term agreement covers at least eight employers and includes a 3% wage increase each year with updated benefit language.

*Local 31 Kansas City*

Representative Sanders assisted Kansas City Local 31 in developing a tradeshow area standards agreement. The new agreement takes on a more standard format and is tied to job classifications rather than an hours formula. The three-year agreement provides wage increases of 3% per year, a health and welfare increase of 2% in the first year, and contributions to the Training Trust Fund. Over the last several months, this tradeshow area standards agreement has been signed by Freeman Exposition Services, Heritage Tradeshow Service, International Expo Services, and Shepard Exposition Services.

Representative Gandolini worked with Local 31 on its Fern Exposition and Event Services Agreement. The new agreement runs through the end of December 2020 and includes wage increases of 2% per year.

*Local 50 Sacramento*

Representatives Sanders and Cook assisted Local 50 in its negotiations with GES which began in June 2016. The parties finalized a one-year agreement with a strong wage package.

*Locals 151, 191 and 690*

Representative Kiracofe was assigned to assist Locals 191 and 690 in eastern Iowa and Local 151 in Lincoln, Nebraska with negotiations for the renewal of their agreements with Freeman Expositions, Inc. The respective Business Agents of each Local agreed to a uniform proposal and presented it to Freeman's General Manager in Des Moines, Iowa. Negotiations concluded successfully with a three- year term agreement with wage increases of 3% each year.

*Local 336 Phoenix*

Representative Cook was assigned to assist Local 336 in negotiations with Freeman Expositions, GES, Brede, EWI, Event Productions, Donald McNabb, CSI, Modern Display, Shepard and Czarnowski. These contracts include a 2% increase in the wage benefit package, a $1.00 per hour increase for stewards, and a twenty-five cent increase for ETCP certified technicians. A classification for an ETCP Portable Power Distribution Technician has been added to the GES agreement. GES also agreed to pay for the first two certifications in that class. Currently, the Local is in negotiations with eighteen other tradeshow employers. These agreements are due to expire at the end of February 2017.

*Local 665 Hawaii*

Local 665 re-negotiated its agreements with Laser Exhibits and Renaissance Management with 3% increases in wages. Credit goes to former Business Representative Henry Fordham for his hard work and diligence.

*Local 834 Atlanta*

Local 834's negotiations committee, under the guidance of Vice President and Business Agent, Faye Harper, met with the General Service Contractors in November 2016 to open negotiations. Further negotiation meetings are scheduled for 2017.

*Local 363 Reno*

Representative Kiracofe was assigned to assist Local 363 to standardize the tradeshow agreements in Reno, Nevada. To date, negotiations with Shepard Expositions and TriCord Tradeshow Services have been concluded. The Shepard renewal agreement covers a three-year term and reaches parity with TriCord and Blaine Exposition Services agreements in the second year of the agreement. Shepard's wages and benefits will increase more than 20% over the term of the contract with the conversion to percentage-based benefit contributions to Health and Welfare, Annuity and Training. The TriCord renewal agreement includes an increase in wages and benefits of 12% over a three-year term.

*Local 838 Salt Lake City*

Representative Kiracofe assisted Local 838 in negotiations with their Exhibitor Appointed Contractors (EAC) in the summer of 2016. Although all EACs were invited to participate, the practice of local design and production facility, Atmosphere, negotiating the standard terms for the out of town contractors continued. After several meetings, the parties agreed to a five-year term with 3% wage increases in each year and an additional 4% in benefit contributions implemented during the term. During the meetings, the Local was also able to identify additional employment opportunities for referrals in Atmosphere's preproduction shop and warehouse and the introduction of a new classification in the renewal agreement.

In addition to negotiations, Representative Kiracofe continued to assist the Local in restructuring the Joint Committee for Training and Certification (JCTC), the contractually authorized mechanism for advancement to Journey level classifications in the Job Referral Procedure. The new employer and union JCTC members collaborated on curriculum and testing requirements and coordinated training sessions in eight different exhibition crafts during the month of December 2016. This resulted in the advancement of twenty Local 838 referrals to Journey level status. At the same time, new applicants went through orientation and customer service training at the Salt Palace Convention Center. Representative Kiracofe also helped the Local with the implementation of CallSteward.com which has made the job referral process more transparent for both union referrals and the employers; either party can login to see the progress of their labor calls.

*Trade Show Department Outreach*

Outreach and follow up continue for those Locals under the Freeman AV and PSAV International agreements. Since July 2016, several of IATSE Locals requested and received AV Essentials training. Representatives Cook, Cota, Gandolini, and Sanders were instrumental in setting up and participating in training for the following Locals: 8, Philadelphia, 26, Grand Rapids, 30, Indianapolis, 107, San Jose, 115, Jacksonville, 122, San Diego, 205, Austin, and 631, Orlando.

Each of the above-mentioned classes included the Freeman Customer Service Training as part of the curricula. Since the Summer Executive Board meeting in San Francisco, Representative Gandolini provided Customer Service Training as a stand-alone program to the following Locals: 31, Kansas City, 76, San Antonio, 126, Fort Worth, and 127, Dallas.

Preparation for the AV Essentials course in some cases included an introductory computer class offered the week before AV Training. Following the AV Essentials classroom training, each Local is encouraged to develop study groups to help participants complete the online courses that are required in order to receive the certificate of completion. Most of the Locals established these groups and the results indicate that participants are more likely to complete the online courses on time when they receive this support.

While in Jacksonville, Florida, Representative Sanders assisted Local 115 in identifying several other areas where training and upgrading skills would be beneficial. The Local's training committee will be scheduling manufacturers' representatives to deliver overviews of some of the state of the art equipment that is beginning to show up in venues in the Local's jurisdiction.

While in Austin, Texas Representative Gandolini met with PSAV area representatives to follow up on recent calls for AV Technicians. The representatives suggested that Local 205 be added to the National Agreement and Vice President Gearns is in the process of finalizing the Local's inclusion.

Building on the working relationship that Vice President and Local 834 Business Agent Faye Harper has built with PSAV in the jurisdiction of Locals 834 and 927, International Vice President William Gearns arranged a meeting with PSAV's Senior Vice President, Regional Vice President and the Business Representatives from Locals 834 and 927. The purpose of the meeting was to ensure that the Locals were committed to working with PSAV and providing skilled technicians on all calls. In September 2016, PSAV met again with Local 927's Business Agent Neil Gluckman and Vice President Faye Harper. Labor calls began immediately following that meeting and continued through November 2016. Crews of 45-50 people worked on each of the PSAV shows, including riggers, loaders, A/V techs, camera operators, and audio, media hub, and LCD technicians. Local 927 now receives labor requests for 10-12 people almost daily.

*PSAV – Canada Negotiations*

Representative Brett took part in negotiations with PSAV in San Antonio, Texas in October 2016 with a view to include Canadian Locals, and in particularly Vancouver Local 118, in the PSAV International Agreement. To that end, a Canadian addendum to the PSAV International Agreement that is more reflective of working conditions in Canada was reached. This marks the first time the International has been able to include a Canadian city in the PSAV International Agreement. The success that the International anticipates in Vancouver is expected to pave the way for implementation of the PSAV International Agreement in other Canadian cities.

In October 2016, Local 58 Toronto filed an application with the Ontario Labour Relations Board to represent PSAV employees working at the Sheraton Centre Hotel in downtown Toronto, Ontario. This is a major hotel with over 1,300 guest rooms, 68 various ballrooms and meeting rooms. The October application was withdrawn, but the Local recently re-filed an application in January 2017. The new application is now the subject of litigation which will likely continue into the spring of 2017.

*Freeman AV – Canada*

Representative Brett reported on the Tradeshow Department's efforts and strategies to further cultivate and strengthen IATSE's relationship with Freeman AV across the country.

*PSAV International Agreement Negotiations*

Vice President Gearns continues to negotiate the PSAV International Agreement with PSAV that expired in April 2016. Meeting dates took place in October and December 2016, further dates are scheduled for 2017. During the course of 2016, the International succeeded in adding Locals: 27, Cleveland, 31, Kansas City, 118, Vancouver, 834 and 927, Atlanta in the International Agreement. Each of these additions amount to mini-negotiations taking place within the context of the renegotiation of the International Agreement as a whole.

President Loeb applauded the efforts of the Tradeshow Department since its last report to the General Executive Board. In doing so, President Loeb reiterated that the tradeshow industry remains an important growth area for IATSE and that the Department will continue to have the full support and backing of the International.

PRESIDENT LOEB: Microphone 7.

DELEGATE BRYANT PRESTON, Local 7: Mr. President, Bryant Preston, Local No. 7 out of Denver, Business Agent. I would first like to offer a correction to the minutes as it reflects our EAC agreement. It reads currently 4 percent per year in economic increases. Respectively, it was 6 percent in the first year and 5 1/2 percent in the two subsequent years.

I would also like to thank you and Vice President Bill Gearns for the assignment of our Rep Joanne Sanders and Dan'l Cook in assistance with this.

PRESIDENT LOEB: Thank you. And that correction is noted for the record.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Communications Department" (Gavel)

## IATSE COMMUNICATIONS DEPARTMENT

Director Emily Tao updated the Board on the Communications Department's activities since the July 2016 Board meeting in San Francisco, California.

*IATSE Website*

The Communications Department continues to maintain the International's website with member stories, labor news, and events.

Local unions are encouraged to send photos of members to be featured on the website.

*Email Program*

The transition to the Action Network email program was completed in March of last year. Emails sent out by the Department continue to support the International's mission in supporting member activism and organizing via communications. In response to requests from local union officers, an email with the Political Department was sent with resources for the November Elections, including links to debate analyses and candidate comparisons.

In November, Senior Communications Coordinator Molly Katchpole attended the IATSE Officer Institute 2.0 in Las Vegas, Nevada. Coordinator Katchpole presented the Action Network email platform walkthrough for the 2.0 attendees. It is clear that members are excited to try out new technology for their daily administrative work as well as for organizing campaigns.

The Department continues to offer assistance to Locals that are interested in Action Network. There are a handful of local unions already set up on Action Network or who have contacted the Department to learn more about it. If Locals would like to learn more, please contact comms@iatse.net.

*Social Media*

The IATSE social media continues to go strong and is used to support organizing campaigns, political action, and promote the many achievements and resources of the union. Many of the most viewed posts on both Twitter and Facebook feature member work and activism or were related to the 2016 U.S. Election.

Since August, the IATSE Twitter page (@IATSE) has gained more than 600 new followers to reach 10,000 and had tweets viewed over 300,000 times. Tweets featuring members topped out at over 15,000 and 13,000 impressions each, one celebrating unions on Labor Day and another thanking the sisters and brothers for their work on Thanksgiving. Other popular tweets include a call out to visual effects artists and technicians at almost 9,000 impressions, and tweets from the IATSE Women's Committee urging women to vote, and an all-female crew photo on a television episode.

The IATSE Facebook page now has more than 22,000 people that have "Liked" the page. Since August, the IATSE has had eleven Facebook posts that have reached over 15,000 users. These popular posts are in line with union's messaging of workplace safety, organizing, and political activism.

Social media allows people to participate in celebrating the great work of IATSE members and to recognize the time and effort that IATSE Locals and other unions in the labor movement put into bettering the lives of the membership. It is a community that members can access on the road, on a set, backstage, from their phones at any time, and the Department is happy to report that it continues to grow in followers and reach. Director Tao thanked Vice President Damian Petti and International Representative Krista Hurdon for sharing their experiences and input on targeting and purchasing Facebook ads. She also expressed appreciation to the many members who send in photos and content to promote the work that the International does – there is much to be proud of.

*Campaigns - Solotech*

Immediately after the San Francisco General Executive Board meeting, and then picking up again in November, the Communications Department worked with the Canadian Department-led Solotech campaign.

This was the first campaign where complete language translation had to be taken into consideration. The Department's work on this and other campaigns continues.

*2016 U.S. Election*

The 2016 Election was the first time the IATSE had the benefit of a built-out Communications Department in a national election. Working with the Political Department, Director Tao and Outreach Coordinator Katchpole distributed messaging regarding the candidate platforms, publicized Get Out the Vote (GOTV) efforts from IATSE members, and participated in the online political conversation. Social media has existed for only three presidential campaigns, and it has looked very different each time. The Communications Department live-tweeted the presidential debates and vice-presidential debate, commenting on the candidates' platforms and fact-checking.

*Daily Department Tasks*

After the U.S. Presidential Elections results were announced in November, President Loeb emphasized in a statement that in the face of an anti-union agenda, "we must lock arms as brothers and sisters for the betterment of IATSE members, continue to strengthen our bonds with other unions and the AFL-CIO, and we must identify and align with people and organizations that are likeminded in sharing our values."

With that in mind, the Communications Department continues to amplify different types of activism and support causes and campaigns, along with the daily work of creating and package many types of social media content.

Members sent an impressive amount of political activism photos, allowing the department to publicize IATSE Locals phone banking, canvassing, holding rallies, registering voters, and other GOTV activities.

In strengthening bonds with other unions, the IATSE continues to support affiliate union campaigns, such as the continued boycott of Mexico-made Nabisco products by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union and publicizing survey results from the Department for Professional Employees, AFL-CIO, that showed that a majority of professionals support unionization at work.

The Department drafted a number of press releases concerning the many education and training achievements of the IATSE, including Local 16 member Eddie Raymond being awarded the Entertainment Services and Technology Association "Swan Award," and the ETCP certifying their 1,000th arena rigger, who incidentally was an IATSE member out of Local 720.

Organizing wins big and small were highlighted, and activism among young workers, such as Local 478 in Louisiana, where a few young members really took on a large part of the Louisiana flood relief.

The work that Locals and members do in the workplace is promoted by way of social media, the website, articles in the Bulletin, and press releases. Director Tao continues to field press requests for various topics, most recently with the MPAA on several joint press releases for local press about the positive economic impact of the entertainment industry.

The Communications Department hired an intern Alexander Fox, a senior studying government policy through the Cornell University Industrial and Labor Relations "Winter Intersession Program," or WISP. The WISP is an opportunity for Cornell ILR students to complete a short internship during their January break. Director Tao thanked President Loeb for trusting in the Department's ability to impart a lasting positive experience on a young worker, while also providing support for Department tasks.

Director Tao recently met with President Loeb to establish the direction of the Communications Department.

Director Tao thanks the local unions and members for sending in photos, news, videos, and events to share with the larger labor movement. Locals and members are encouraged to send content to comms@iatse.net – photos of all kind are needed!

Director Tao expressed appreciation to General Secretary-Treasurer Wood, MaryAnn Kelly and Jimmy Rainey for being proactive in ideas to improve the website experience, and for patiently working to break down the actionable steps for implementing these ideas. The Department thanks the members of the Board, Department Directors, and International Representatives, for their ideas and support and President Loeb for his guidance and advice.

President Loeb remarked that the Communications Department is the ever-present support network for every IATSE Department, local union and member;

Communications undergirds everything the IATSE does. He expressed his great satisfaction with the Department's activities.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Education and Training Department Director Patricia White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, and ICAP members Alan Rowe and Kent Jorgensen reported on the recent activities of the Education and Training Department. Also included was a report on the recent activities of the IATSE Training Trust Fund. The overarching goal of all of the Department's work is to create a culture of continuous education in the IATSE.

### Craft Skills and Safety Training

*IATSE Training Trust Fund*

Director/Trustee White reported on the IATSE Training Trust Fund (TTF). In the year 2016, through all of its programs, the TTF offered, supported or had a role in 297 courses and reached over 5,800 workers with 57,180 cumulative hours of training. Since inception, the Fund has offered, supported or been involved in some way with almost 550 courses.

The Training Trust Fund keeps growing. New staff have been added, the curriculum is complete, and programs are expanding. On January 17, 2017 TTF Executive Director Liz Campos and Dr. Mark Johnson, who teaches for the Trust, presented a workshop on Quality Instructor Initiatives at this year's International Foundation of Employee Benefit Plans Apprenticeship and Training conference in San Diego, CA. This is the second year in a row we have been invited to share our innovative ideas at this conference.

*IATSE-UCLA Curriculum Project*

After nearly two years of work, this project is complete and the IATSE TTF Safety First! modules for safety training are available for use by all IATSE local unions. The safety modules are: Basic Entertainment Safety, Biological Hazards, Hazard Communication, Chemical Protection, Electrical Safety, Fall Prevention and Protection, Elevated Work Platforms & Aerial Lifts, Ergonomics. Noise Exposure, Firearm Safety, Rigging Safety, Scaffold Safety, Confined Spaces/Small Spaces, Hand and Power Tools, Compressed Gases and Welding and Cutting, along with a Case Study Guide and a Resource Guide that can be used with all of the modules.

This curriculum is designed to be used by all Locals and crafts, by both seasoned instructors and new ones. The instructor's manual gives a detailed script and it can be taught by instructors of all levels. Student workbooks that provide detailed notes are available from the Training Trust, so that all Locals can deliver consistent, high-quality safety training to the workers who they represent.

Locals are strongly encouraged to apply for this curriculum so they can be sent review materials and prepare to offer the various courses. As of January 13, 2016, Locals One, 8, 28, 197, 442, 476, 478, 479, 481, 487, 489, and 665 have sent applications to the TTF, which receives more applications every week. An outline of the steps for application are on the TTF website, www.iatsetrainingtrust.org.

*A and A2 Rollout*

This program, introduced in September 2016, offers the online classes General Safety (also known as the Safety Pass "A" class) and Environmental Safety (also known as the Safety Pass "A2" class) developed by the Los Angeles-based Contract Services Administration Trust Fund to workers from Locals that perform work under the Area Standards Agreement, as per the most recent agreement. Notices about these classes were sent out to Locals, workers, and employers and also printed in the IATSE Bulletin. The TTF website has a page with all the information needed to enroll. There are also flyers publicizing the courses available for download by local unions on the website.

The TTF is working closely with Locals to make sure that people get signed up. All Locals performing work under the Area Standards Agreement are encouraged to send the TTF-provided notices out to their memberships so they may take advantage of this important and free safety training.

*Train the Trainer Master Class*

The TTF has developed a new Train the Trainer Master class for safety and skills trainers who attended the first Train the Trainer and have conducted a requisite number of safety and/or skills classes since. The Master Class is an opportunity for experienced skills and safety trainers to study more closely with Dr. Mark Johnson and workshop a course they are developing/would like to develop. The application process is similar to the original Train the Trainer.

Locals nominate interested trainers who have already attended the first course and have taught at least three safety or skills courses since they took the first course. The nominee must submit a rough outline

of the course they want to develop. Once approved, trainers will arrive with their course concept and will walk away with a fleshed-out course. The pilot session will be held in Kansas City on May 20-21, 2017.

*InfoComm /Audio Visual Training*

International Representative Ben Adams reported on the IATSE Training Trust Fund partnership with InfoComm, and on the Audio Visual essentials course.

The TTF has renewed our contract with InfoComm. IATSE-represented workers may all register for free memberships in InfoComm, which will entitle them to some free online courses, and discounts on others. Additionally, there will be passes and discounts to the InfoComm Show, to be held June 14-16, 2017, in Orlando, Florida. Representative Adams has been invited to serve for a second year on the InfoComm Show Curriculum Committee, and members of the ICAP have been selected to present training a session at the June conference, entitled, "Safety in Entertainment Production: Safety Culture and Resources for Production".

IATSE AV Essentials Training is the unique signature cornerstone of our outreach to AV workers. The course teaches principals of audio visual work, shows practical applications, and gives opportunity for hands-on student practice, one-on-one learning, and, most importantly, customer service skills.

Since the summer GEB meeting, nine AV Essentials trainings have taken place: Local 8, Philadelphia (third session), Local 30, Indianapolis (second session), Local 107, Oakland, Local 115, Jacksonville, Local 122, San Diego, Local 126, Grand Rapids, Local 134, San Jose, Local 205, Austin, and Local 631, Orlando (second session).

This means that we have brought the four-day class to nearly four hundred students and local trainers in the past six months and 372 people have gone on to complete the additional online courses to receive their InfoComm/ IATSE certificates.

We have also actively incorporated lynda.com into this class and now require prospective students to complete PowerPoint and Keynote classes online with lynda before attending the in-person training.

Locals interested in scheduling the audio visual training should contact the Training Trust Fund or International Representative Ben Adams badams@iatse.net.

*IATSE Craft Advancement Program*

IATSE Craft Advancement Program (ICAP) Chair Alan Rowe reported that the work of the Training Trust Fund is supported and enhanced by the advice and efforts of the members of the ICAP. ICAP continues to work closely with the IATSE Training Trust to present calendared OSHA 10 classes, and to coordinate assistance for members and Locals who are preparing to take certification exams, such as ETCP. All of the ICAP members spend time helping to develop classes for the Training Trust Fund, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons.

The members of the ICAP are Joe Aldridge (Local 720), Paul Dean, Jr. (Local One), Kent Jorgensen (Local 80), Eddie Raymond (Local 16), Sheila Pruden (Local 873) and Alan Rowe (Local 728).

*OSHA 10 Classes/OSHA/USITT/IATSE Alliance*

The IATSE TTF continues to offer the OSHA 10/ General Entertainment Safety course across the United States. ICAP members frequently serve as instructors for these classes, although more and more Locals are developing their own OSHA Trainers, assisted by the TTF and the ICAP. The schedule of courses presented through the TTF can be found on the TTF website. If there isn't a course being offered nearby, contact the TTF and they will bring the course to you. Information on this, and on training to become OSHA 10 Trainers is on the TTF website: info@iatsetrainingtrust.org.

ICAP members also continue to train OSHA compliance and consultation officers, and since the last Board meeting have conducted an expanded version of our class in Arlington Heights, Illinois, near Chicago (October 12, 2016) and in Atlanta, Georgia (December 8, 2016). This unique and important work helps OSHA staff recognize the unique requirements of entertainment industry work, and the ways that employers can keep IATSE workers safe.

Work continues in the area of advocating for standards that let us perform our traditional work and still remain safe. Alan Rowe traveled to San Francisco in September to serve as a subject matter expert for the San Francisco Film Commission meeting with the city's Fire Department. In addition to teaching courses through the Training Trust Fund, workshops are presented on Entertainment Safety at the National Association of Music Merchants Annual Show, the InfoComm Show, USITT and at other events.

*Entertainment Technician Certification Program (ETCP)*

The Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests

and the amount of the reimbursement has been raised, so that the complete $550 exam fee is covered. IATSE local unions must continually urge qualified members to take the test.

*Workers Memorial Day/National Day of Mourning/ NAOSH Week*

ICAP Member Kent Jorgensen reported that the ICAP also helps to spearhead IATSE participation in two annual observances initiatives to fight for safe workplaces and remember every sister and brother injured and killed on the job.

Each year on April 28, the Unions of the AFL-CIO observe Workers Memorial Day to remember all who have suffered and died at work and to renew the fight for safe jobs. In Canada, the same observance is known as the National Day of Mourning. This year, the IATSE International Moment of Silence in observance of the United States Workers' Memorial Day/Canadian National Day of Mourning will occur on Friday, April 28, 2017 at 1:00 p.m., EDT (10:00 a.m., PDT). At this moment, all IATSE members will be asked to pause at work, at their Local offices, or wherever they may be to stop for one minute and silently remember all of the workers who have been killed on the job. In remembering them, we dedicate ourselves to preventing such deaths in the future. https://www.osha.gov/workersmemorialday/

The second initiative, the North American Occupational Safety and Health Week (NAOSH) will be held this year from May 7-13. It is a week dedicated to raising the awareness of safety in U.S., Canadian, and Mexican workplaces. Annually, IATSE encourages all Locals to schedule safety related events during this week. Events may include trainings, articles in newsletters, reminders on call sheets, posting on bulletin boards, or additional safety meetings at work.

**Union Leadership Training**

*IATSE Officer Institute and Advanced Officer Institute, "2.0"*

Assistant Department Director Robyn Cavanagh reported that 2016 was the third year of the Officer Institute. The program saw expansion of participating Locals as well as offering expanded programs in the advanced curriculum for the two most-requested topics: Organizing and Secretary-Treasurer instruction.

The baseline numerical report is: the first level Officer Institute "basic training" has 511 graduates which have come from 170 local unions. The 2.0 Secretary-Treasurer class has 73 graduates, and 76 have graduated from the 2.0 Organizing course, for a total of 149 2.0 graduates.

These new advanced classes and subsidies for small Locals to attend the first level Officer Institute class have increased participation among smaller Locals. The General Executive Board has voted to continue the subsidies, available to local unions with less than $250,000 in gross receipts per year.

Overall, nearly 90% of the IA membership now has at least one officer who has attended the first training and six additional local unions have sent attendees who did not attend the level one course to the Secretary-Treasurer class.

As we launch into our fourth year we want to share a few additional observations and anecdotes that we believe impact all Locals and Departments:

1 – Many Locals are starting new programs, such as new member orientation, general training at meetings, updating or introducing policies and procedures, and making sure that books and records are properly and timely reviewed by Trustees. Locals are proud of these innovations and their members are more engaged because of them.

2 – Local leaders often report that it is easier to adopt new policies, ideas and ways of doing things when more than one officer has been able to attend the classes and have the baseline of information offered at the Officer Institute.

3 – Many Locals report that the realities of growth and organizing present new challenges in terms of time, money, staff and other resources. With raised expectations and goals come increased demands. Building Union power over the long-term depends on adapting to change and strengthening your Local's network—internally, within the IATSE, and the larger labor movement, and in your community— to keep progressing and building Union power over the long-term.

The 2017 Officer Institute 1.0 Dates and Locations are as follows:

**February 13 – 17, 2017**
– Maritime Institute near Baltimore, MD – US only

**May 8 – 12, 2017**
- Denver, CO - US only

**October 16 – 20, 2017**
- Orlando, FL - both
US and Canadian Locals

The 2017 Officer Institute 2.0 Dates and Locations:

TWO DIFFERENT COURSES
at EACH SESSION:

Advanced Organizing and Secretary- Treasurer Training

**February 21 – 24, 2017**
- Maritime Institute near Baltimore, MD

**November 29 – December 1, 2017**
– Los Angeles, CA

All 2.0 classes open to both US and Canadian Local Union officers

*Education Session at the General Executive Board Meeting: CreativeFuture Train the Trainer*

The Education and Training Department has teamed up with CreativeFuture to tailor the IATSE Training Trust's popular "Train-the-Trainer" model to the CreativeFuture message. In this workshop, IATSE leaders will be introduced to a variety of training materials that can be taken home to members. These materials will demonstrate teaching techniques as well as the nuts and bolts of ethical digital citizenship so that they will be able to present this message at schools in their communities and effectively engage young people in a dialogue about digital piracy.

*2016 District Education Sessions*

Through the end of summer and early fall, education sessions continued at each IATSE District Convention. STAR (Strategic Training and Readiness) training for local union Leaders, which taught the history of the IATSE as an organizing Union, tools for communication with workers, and a preview of COMET Training, was made available for Locals. International Representative and Assistant Director of Stagecraft Joe Hartnett has been following up with Locals that requested that COMET training be brought to their towns.

*IATSE Staff Training*

The General Executive Board and all International Representatives and top staff will continue our education at our regular annual training in April near Washington DC.

*The Labor Education Assistance Program (LEAP)*

Director/Trustee White reported that the LEAP program continues to be very popular, and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. It was noted that information about LEAP is available on the IATSE website. The total program spending as of 2016 year-end is $78,630.12 in Canada and $206,526.04 in the U.S., for a grand total of $285,156.16.

*lynda.com*

Premium annual lynda.com subscriptions continue to be offered at a significant discount to all IATSE members, through their local unions.

To date, 4,757 members are enrolled in lynda.com. These members have viewed over one hundred twenty-five thousand videos and earned over one thousand six hundred certificates of completion, in courses that improve both craft related skills and leadership skills.

Courses in PowerPoint, Photoshop, Keynote, SketchUp, DaVinci Resolve, Lightroom, Final Cut Pro, and Avid Media Composer are some of the most popular lynda courses with IATSE members, as these courses help members to meet the needs of some of the ever-changing technologies in the entertainment and exhibition industries. Courses such as Time Management, Body Language for Leaders, Influencing Others, and Strategic Negotiation help Local officers hone their leadership skills so that they may provide the finest representation possible to the workers they represent.

A yearly subscription can cost up to $359.00 per year, but IATSE members in good standing and local union staff can purchase subscriptions through their local unions for only $25. Year two subscriptions began September 1, 2017 and end August 31, 2018. Enrollment is through the Locals and forms and information can be found on the IATSE website or in the Official Bulletin.

**Student Outreach**

*Roundabout Theatre*

Director/Trustee White reported that the IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to New York City's school population.

The first, "Hidden Career Path Days", is now in its fifth year. This program exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers. This fall, students experienced interactive mini-lessons taught by IATSE member-volunteers about Electrics, Stagehands, and Sound. They

toured Radio City Music Hall, the Lyric Theatre, and Madison Square Garden. At the same time, the events educate students about the IATSE and why Unions are important.

The latest program with Education at Roundabout is the Theatrical Workforce Development Program (TWDP). A natural evolution of the "Hidden Career Path Days", this new program launched in September of 2016 and trains recent New York City public high school graduates, to enter the technical theatre workforce. The fourteen participants, called "fellows", spent the fall training in a full range of backstage areas, including electrics, audio, carpentry, props, wardrobe, and hair and makeup, in addition to learning professional skills such as time management, communication, and personal finance.

Thanks to Locals One, 764, and 798 and to the member volunteers who mentor, lead workplace tours, speak to fellows, and teach craft skills in workshops.

Student outreach continued in other ways, as well. On September 21, 2016, Jennifer Halpern, Education Outreach Coordinator, along with Local 600 Eastern Regional Business Representative Vincent Galindez, and Local 600 member Quenell Jones, participated in the Will and Jada Smith Family Foundation's Careers in Entertainment Tour.

International Representative Ben Adams presented outreach sessions at The Conservatory of Recording Arts and Sciences in Phoenix, Arizona. Additionally, Representative Adams, along with USA829 Business Representative Carl Mulert, presented several student outreach sessions at the University of North Carolina School of the Arts in December of 2016. Department Director White, Jennifer Halpern, and Local 764 Secretary-Treasurer Martha Smith piloted our new student presentation at Montclair State University in New Jersey as part of the Kennedy Center American College Theatre Festival's Region 2 Conference.

*IATSE Road Show*

This presentation, which teaches the connection between strong Unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a particular city to present to their members. Family, friends, and other community members are also welcome. Attendees come away with a much greater appreciation of both the Union movement and the local union's role in it. There are versions for both Canadian and U.S. Locals.

Interested local unions may contact Jennifer Halpern (jhalpern@iatse.net) in the IATSE office to bring this presentation to their town.

*Education Sessions at the 2017 IATSE Convention*

There will be Education Sessions at the 2017 IATSE Convention open to all delegates. Because continuing education at the Local level is foundational in order for the IATSE to be an organizing Union, two sessions are being planned for the afternoon of Saturday, July 15, 2017, to assist Local leaders with internal organizing through education. More information, exact times, and titles will be announced on the IATSE website and in the Official Bulletin.

Director/Trustee White concluded the report by expressing sincere thanks to the General Executive Board, and President Loeb in particular, for their continued support of the Department.

International Vice President Barnes expressed thanks for the Department's work in developing these training programs, and suggested everyone take these courses to prepare for what is coming in the next four years.

President Loeb thanked the Department for their work and report, remarking that the IATSE aims to be the safest Union. He stressed the importance of local unions getting involved in encouraging workers to take the courses offered by the Department. This is a basic obligation that a Union has; we owe our members the very best. The fact that so many members have taken a training is an incredible accomplishment. The Department and its programs are a testament to the fact that IATSE aims to lead the labor movement in effective representation.

PRESIDENT LOEB: Microphone 7.

DELEGATE QUENELL JONES, Local 600: Mr. President, my name is Quenell Jones, from Local 600. We would like to thank you, Pat White, and Jennifer Halpern for their unwavering support for student outreach initiatives.

We were able to engage with over 400 high school and college students, with their benefits of opportunities for joining not only Local 600, but also all the IA Locals, crafts, and trades. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE STEPHEN VANCIEL, Local 631: Mr. President, Stephen Vanciel, President of Local 631. Many have already expressed their thanks regarding

the IATSE education and training initiatives, and that speaks volumes. Today, I add the thanks of Local 631.

In a past life, I was a college professor, and in another life, I was a technical trainer at Disney Entertainment in Florida.

For many years, I was very frustrated that my local union did not offer systematic training. Thanks to your leadership, President Loeb, the situation has dramatically changed.

Local 631 has benefited greatly from the Officer Institute 1 and 2, Train the Trainer, OSHA 10, AV Essentials, Linda.com, support for ETCP certifications, plus the education sessions at GEB and District 14 meetings.

We look forward to using the new Training Trust Fund Safety Curriculum for ongoing and regularly scheduled classes.

The Pillars of Success that you put in place and supported have made a profound difference. I am no longer frustrated.

Special thanks to Pat White, Robyn Cavanagh, Liz Campos, Ben Adams, Alan Rowe, Eddie Raymond, Kent Jorgensen, and so many others who have turned the lofty ideals into working reality.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Broadcast Department"

## IATSE BROADCAST DEPARTMENT

Director Sandra England accompanied by International Representatives Fran O'Hern, John Culleeny, and Stephen Belsky reported on the activities of the Broadcast Department since the Board last met.

The National Labor Relations Board found merit in several unfair labor practice charges filed by the IATSE against Golf Channel. As a result, the parties have entered into negotiations to settle the charges. There are now well over 200 people who are participating in the IATSE health plan from Golf Channel, who otherwise would not have any healthcare under the Company's plan without the IATSE Contract.

Once the ULP charges are settled, the NLRB will direct a new election with Golf Channel. The original decertification election was set aside, as the Board ruled that the Employer failed to provide an accurate list of employees for the election and the Board mishandled the ballots during the election. The Department is continuing to support these workers to ensure that they continue to receive the benefits of working under an IATSE collective bargaining agreement.

*Steward Training*

In December, the Department held Steward Training for Golf Channel Employees. Five people attended the two-day training and successfully completed the course. All have returned to the field and have been making a positive impact advocating for the employees. The Department will hold another training for additional stewards sometime this spring.

*Contract Renegotiation*

The Department intends to proceed to build a Union at Golf Channel, which includes forming an employee committee to renegotiate the collective bargaining agreement set to expire in June of this year. It is already holding craft meetings to develop proposals and take feedback concerning things that worked, and did not work in the existing agreement. Requests for negotiation dates have been sent to the Company.

*NHRA – Election*

The International filed a representation petition seeking to represent employees working on broadcasts for the National Hot Rod Association.

An election was held but due to challenges filed by both parties, and ULP charges filed by the International on behalf of workers, the results have not yet been certified. The parties are in the process of working through the various challenges.

*Big Ten*

Technicians working the Big Ten Network broadcast for Indiana and Purdue Universities designated the IATSE as their collective bargaining representative and will be added to the existing Big Ten Network Agreement with Wisconsin and Minnesota Universities. The Department has developed a productive dialog with management through the Labor-Management committee and have worked through the issues that have arisen in a collegial and productive way.

**Indiana**

*Fox Sports Indiana Contract*

The IATSE won an NLRB election to represent employees working for the Indiana Pacers organization. Fox Regional Sports Management has added this unit to the newly negotiated IATSE / Fox Sports Net Master Agreement. This Agreement was ratified and widely hailed by the employees as a major step forward for this group. These workers are petitioning the International for a new Local in Indiana.

**Regional Broadcast Master Agreement**

*Locals 600, 695, 700, 748, 795, 796, 800, 871 and Indiana*

As the IATSE organized Fox Regional Sports Network one by one, each Region had a separate collective bargaining agreement. This year agreements in Los Angeles, San Diego, Arizona, and Texas were all set to expire at various intervals throughout the year. Pressed by numerous challenges the Department proposed to Fox to bargain with all of the Regions at once. After extensive negotiations, the parties reached agreement, which has been ratified by all the participating Locals. The five-year agreement provides yearly general wage increases, benefit increases, and improved conditions moving forward.

Now that the RSN Agreement is finished, the Department will enter into successor Agreements with the open crewing company agreements in these Regions.

**Local 119 San Francisco Bay Area and Sacramento, CA**

*New Business Agent*

After a national job search, Local 119 is hiring a full-time Business Agent to service the membership. Barry Schimmel, formerly with SAG/AFTRA, joined the Local February 1, 2017.

*Contract in negotiations*

Local 119's Contract with SAMMCO Crewing and MIRA Mobil Television is set to expire in March of this year. The Department is currently in negotiations for a successor Agreement for the Local.

*Fox Sports Productions*

Local 745 has been actively organizing; it now represents stage managers and time out coordinators on Fox Sports Productions.

*Training and Education*

The Department and its Locals continue to exploit the valuable on going opportunities given by the Education Department, including the Officers and Representatives who have taken advantage of the Officer Institute and Train the Trainers classes.

The Department provides Steward Training to all of its Locals who request the class.

Broadcast local unions will now be contributing to the Training Trust through the IATSE /Fox Master Regional Agreement.

The Department continues to develop skills training classes such as Fiber Optic Technician, Entry Level Utility Technician, Advanced Utility Technician, and Audio A2.

**Organizing**

*Organizing checklist and bench marks*

The Broadcast Team has developed an organizing checklist that will be followed on all new organizing drives. The checklist is a series of ten questions that must be answered fully before proceeding to an election.

*Central Databases*

The Department will keep all information on a central database available to everyone in the Department. The database will also contain the names and contact information for each employee involved in the drive. This process will lead to better outcomes for organizing drives going forward.

President Loeb noted the Department's systematic approach to organizing the industry, which has taken place over the last twenty years. He noted that the strength and credibility of Director England's relationships in the broadcast industry are of great benefit to the International and the workers. He observed further that providing a skilled, trained workforce is the key to protecting workers and maintaining the relationships with industry employers. He thanked all of the Department for their dedicated work.

PRESIDENT LOEB: Microphone 2.

DELEGATE MICHAEL W. POPE, Local 317: Good afternoon, Mr. President. I'm Mike Pope, President of Local 317, Indianapolis. Local 317 is the newest Broadcast Local, but our goal is an old one: To serve our members well.

The process to organize was long but worth it. A big thanks to Sandy England, Fran O'Hern, Steve Belsky for their patience, encouragement, and wisdom in working us through the hard work of forming a new Local and also guiding us through the bargaining process.

We look forward to a great future with the IA and advancing the needs of our members in the future. Thank you.

PRESIDENT LOEB: Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Canadian Affairs Report"

## IATSE CANADIAN AFFAIRS REPORT

International Vice President & Director of Canadian Affairs John Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Krista Hurdon, Peter DaPrato, Jason Vergnano and James Brett, CLC Delegate Kelly Moon, Canadian Legal Counsel Ernie Schirru, District 11 representative and Local 849 President Marcel Boulet, District 11 Representative and Local 828 President Jane Hill and District 12 Representative and Local 63 Past President Brent LeTain reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in San Francisco, California (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a multitude of tasks including local engagement, activism, organizing, bargaining, communication, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

*Local 58 Toronto – Stage*

As previously reported, Local 58 negotiated a renewal collective agreement with its third largest employer, Exhibition Place, in 2016. Since reaching this agreement, BMO Field at Exhibition Place has played host to three large events which cumulatively generated close to $1 million in wages and benefits for the Local: the Canadian Football League Grey Cup in November 2016 which generated 200 calls and more than 5,000 paid hours; the Major League Soccer Championship in December 2016 which generated 80 calls and 1,800 paid hours; and the National Hockey League Centennial Classic in January 2017 which generated 250 separate calls and in excess of 5,000 paid hours.

*Local 63 Winnipeg – Mixed*

Representative Jim Brett has assumed responsibility for a number of Western Canada files following the retirement of Representative Barny Haines, including assisting Local 63 in its review of its various collective agreements and employer relationships. Representative Brett is currently engaged in bargaining for renewal agreements with Christie Lites and the Centennial Concert Hall.

As previously reported, Local 63 obtained bargaining rights for the Pantages Playhouse, a 1,445 seat venue, in February 2010. At the time, confirming the true identity of the employer presented hurdles to the Local negotiating a first collective agreement. After exhaustive research, the Local was able to identify the Performing Arts Consortium as the true employer. Upon doing so, the Local then gave notice to bargain, applied for conciliation and thereafter filed an unfair labour practice complaint when the Consortium refused to participate in good faith bargaining. In December 2016, the Local's efforts resulted in the Consortium finally agreeing to set dates to bargain a first collective agreement.

*Local 118 Vancouver – Stage*

Local 118 filed an application for certification to represent stage hands working for Spectra Venue Management (formerly Global Spectrum) at the Abbotsford Centre Arena in November 2016. The application names both Spectra and the City of Abbotsford as employers. The Local also filed a companion-related employer application. The parties are in the process of filing submissions with hearing dates to be set in early 2017.

*Local 295 Regina / Moosejaw – Mixed*

With the assistance of the International, the Local settled contract language relating to Evraz Place which is a 102-acre site in the heart of Regina, Saskatchewan. It is home to a number of entertainment, agricultural, sport, recreation and cultural events. It has over 500,000 square feet of event space including the Brandt Centre, a 6,000 seat concert and sports facility and

the Queensbury Convention Centre and the Credit Union Eventplex, a 95,000 square foot multi–use facility. The contract language also secures the Local with jurisdiction over the newly constructed 40,000 seat Mosaic Stadium which will be the new home of the Canadian Football League's Saskatchewan Rough Riders for the 2017 football season.

*Local 471 Ottawa / Kingtson / Belleville – Mixed*

Local 471 recently completed interest arbitration for the renewal of its collective agreement with the City of Ottawa that expired seven years ago. The arbitrator's award rejected the City's attempts to gut the collective agreement and, instead, awarded wage increases of 14% retroactive to the expiry of the previous collective agreement. In addition, the Local received a 1% increase to retirement contributions and full-time production coordinators received one-time lump sum payments of up to $1,500.

The Local remains in an ongoing dispute with the City of Ottawa arising from the City's continued refusal to recognize the Local's jurisdiction over the recently constructed Berdeen Pavilion Amphitheatre which forms part of the Lansdowne Park Complex. The Local has filed a series of grievances under its City Wide collective agreement which are in the midst of litigation.

*Local 669 Western Canada - Camera*

Beginning in 2015, with the support of the International, Local 669 undertook an organizing campaign aimed at low-budget production in British Columbia. Since then, an extensive communication plan aimed at both Local 669 members and low-budget employers has recently resulted in fifty-two British Columbia productions signing on to the Low Budget Agreement. As a result, the Local has seen membership growth.

*Local 680 Halifax / Dartmouth / Saint John / Moncton / Fredericton - Mixed*

The Imperial Theatre, an 852-seat venue, was identified as an organizing target for IATSE Local 680. After a series of organizing meetings with affected employees, the Local filed an application for certification in September 2016. The Employer raised a number of challenges to this application including a challenge to the membership cards used by the Local. In January 2017, the New Brunswick Labour Relations Board issued a decision dismissing the Local's application on an overly technical scrutinization of the Local's membership evidence. The Local has maintained the support of affected employees throughout this process and has since re-filed its application.

*Local 822 Toronto - Theatre Wardrobe, Make-Up Artists & Hair Stylists*

Local 822 recently settled a renewal agreement with Live Nation at the Molson Amphitheatre following the International's resolution of its bargaining with Live Nation as well. The Local was able to secure wage increases comparable to the International Agreement, namely wage increases of 2.5% in each of the first three years of the agreement and 3.0% in the fourth year.

*Local 891 British Columbia / Yukon – Motion Picture Technicians*

In keeping with the record levels of production in British Colombia, Local 891 has seen its membership grow substantially. Once all membership applications are processed, it is expected that the Local's membership will exceed 7,000 members which is up from 5,655 in January 2016. In order to handle this significant increase, the Local is undergoing a comprehensive review of its governance structure and local union Constitution and Bylaws. International Representative Julia Neville is assisting the Local in its review.

*Local B-173 Toronto / Hamilton – Theatre Employees – Special Departments*

International Representatives Peter DaPrato and Jim Brett assisted the Local to negotiate two agreements in recent months with Canadian Cinema Distribution Inc. (CCDI) and the Sony Centre. CCDI bargaining resulted in wage increases of 3% over two years and the avoidance of any lay-offs. The Sony Centre bargaining resulted in wage increases of up to 5.75% over three years, the introduction of a higher paying position called the Event Attendant, unlimited unpaid leave for victims of domestic violence and improvements to scheduling.

*Local B-906 Charlottetown - Theatre Employees – Special Departments*

International Representative Peter DaPrato assisted the Local in bargaining a three-year renewal agreement for the Local's 49 members working at the Charlottetown Confederation Centre for the Arts Front of House, Box Office, Concessions, Accounting and the Art Gallery. The Centre has four performance spaces; the Homburg Theatre, which seats 1,104, the Mack Theatre, which seats 200, two studio spaces and the Art Gallery. Highlights of the renewal agreement include wage increases of 5.5% over three years and the introduction of an annual $3,500 training allowance.

*Activism*

The Canadian Office and Canadian Locals have placed an emphasis on activism. Highlights of this activism include:

- Local 891 and Local 669, along with all other participating BC unions, guilds and productions, raised an incredible total of $156,830 for this year's Reel Thanksgiving Challenge, in aid of the Greater Vancouver Food Bank;

- Local 58's Young Workers' Committee held fundraising BBQs, for the Every Plate Full challenge, and another for the Actors' Fund of Canada;

- Local 56 young worker Arielle Mercier was featured in an article in Montreal's largest newspaper *Le Devoir* that spotlighted young trade unionists and the work that they do;

- IATSE representatives from across Canada participated in the Canadian Labour Congress RiseUp! conference on diversity, with Natasha Tony (Local 891) and Chandra Li Paul (Local 411) facilitating conference sessions;

- Local 891 Women's Committee held a donation drive for winter clothing and cash donations which resulted in the donation of over 2,500 items to the Downtown Eastside Women's Centre, which provides support to over 500 women, children and seniors every day;

- Members of Locals 58, 411, 514, 667, 822 and the International took to the streets for the Coldest Night of the Year, a night-time winter fundraising march which raised over $4,000 in aid of the hungry and homeless;

- A visual art show featured the talented artists from Local 828 who are past or present employees of The Shaw Festival, and a percentage of the proceeds went to further the community arts hub initiatives of the church;

- Local 212 members worked with the Calgary Interfaith Church and delivered food items and supplies, such as diapers, to families in need from the Fort MacMurray Fire;

- Local 212 Young Workers built and participated in the Alberta Federation of Labour Pride Parade float;

- Local 357 members who sit on the Kitchener Waterloo and the Stratford Labour Councils spent over fifty hours picketing in solidarity with striking Wilfrid Laurier University facilities workers of CUPE 926;

- Local 680 has a number of members that also serve on the executives of the local and provincial labour federations as well as a number of members that consistently volunteer for all labour events including the recent rallies held in support of striking teachers;

- Locals, International Representatives and officers across Canada participated in the Women's March on Washington global edition.

*IATSE Canadian National Health Plan*

The Plan now has twenty-three Locals participating covering over 26,000 members and their dependents and total annual premiums exceeding $25.5 million. Discussions remain ongoing for the inclusion of even more Locals into the plan.

The Plan continues to see some real synergies including reductions in health plan costs to treat mental health issues. The Plan's third semi-annual report released in January 2017 focused on providing education relating to mental health issues.

The labour community, along with other stakeholders in the private health insurance (carriers, consumer advocacy groups) will be keeping a close eye on the federal government's review of policies that may result in the taxing of all private health and dental care premiums, and enhancing the health care tax credit.

*Canadian Entertainment Industry Retirement Plan (CEIRP)*

CEIRP continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of $390 million and 19,294 participating members.

CEIRP is adding more ways to bring information about the plan and investment knowledge to the members. Short informational videos are being sent out to members via email quarterly, as well as quarterly webinars covering various topics. Although all communications for plan members have always been available in both English and French, CEIRP is currently in the process of having all plan documents available in both languages as well.

In October 2016, CEIRP announced the introduction of a Registered Retirement Income Fund (RRIF) to the Plan. Members who wish to retire or are required to move their money out of Registered Retirement Savings Plans (RRSP) at age seventy-one can still invest in the same investment vehicles and receive the same low Investment Management Fees available all along under the group plan.

The CEIRP Retirement Committee saw some changes with the resignations of International Representative Barny Haines and Neil Dennison of Local 357. President Loeb appointed Justin Antheunis of Local 58 from Toronto and Celeste Pinder from Local 295 in Regina to the Committee.

*Canadian Convention*

The Canadian Convention was held in Montreal from September 16-18, 2016. With 120 delegates attending, it was the largest attended Canadian Convention ever. Some of the highlights of the Convention include:

- Districts 11 and 12 amended their respective Constitutions to allow for electronic credentials for delegates;

- Districts 11 and 12 made changes to their respective Defence Funds to broaden the items for which a Local can seek financial assistance – including a change to make the funds available to assist locals to send representatives to the IATSE Officer Institute;

- Canadian lobbyist Isabel Metcalfe presented a Lobbying 101 course to all delegates, which covered the do's and don'ts of lobbying at all levels – municipally, provincially, or federally;

- Daycare services were provided for the first time to assist delegates with young families to attend the Convention;

- Once again, IATSE Canada's suppliers and service providers were invited to set up info booths at the Convention and six took the opportunity to do so;

- The cost of the Convention was subsidized through service provider and law firm donations totalling $5,500.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and especially activism is particularly commendable.

PRESIDENT LOEB: Microphone 7.

DELEGATE FRANK HADDAD, Local 891: Frank Haddad, Local 891, and I'm the Chair of the Canadian Entertainment Industry Retirement Plan. And I would like to take this opportunity to thank Barny Haines and Neil Dennison for the years of service to the committee, and all their wisdom, travel, and time as volunteers to this committee. And I would also like to thank you, sir, for appointing the appointments that you do, because they all work well with our committee. Thank you, sir.

PRESIDENT LOEB: Thanks, Frank.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Legal Affairs Department" (Gavel)

## IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, Associate West Coast Counsel Jacob J. White, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

Canadian Counsel Schirru provided the General Executive Board with a further update on the status of an ongoing litigation involving the International and IATSE Local 58 in a claim arising from a concert at Exhibition Place in Toronto, Ontario in December 2013 where Local 58 members were working as the stage crew. The International and Local 58 have given plaintiff's counsel notice of an intention to bring a motion striking both the International and Local 58 from the claim. If the plaintiff does not consent to the request by February 3, 2016, the IATSE will be filing a formal motion with the Ontario Superior Court seeking to strike the International and Local 58 from the claim.

Counsel Schirru advised that the Ontario Ministry of Labour is currently engaged in a full scale review of the Labour Relations Act and Employment Standards Act in Ontario. Counsel explained that he assisted the IATSE Canadian Office in filing a detailed brief of submissions responding to the Ministry's interim report, focusing on matters of central importance to the IATSE, like amendments to the definition of employee so that it includes freelance workers, and extends benefits like statutory holiday pay and vacation pay to freelance workers, amendments to the related and joint-employer provisions in the legislation so as to strengthen the IATSE's ability to protect and enforce pre-existing bargaining rights, and amendments to the certification process such that card based certification is available to all employees seeking to become organized, regardless of what industry they work in.

Counsel Schirru then reviewed the Supreme Court of Canada's (SCC) decision issued in relation to a dispute between the British Columbia Provincial Government and British Columbia Teachers Federation in November 2016. The teachers were asking the SCC to reconsider the B.C. Court of Appeal's

decision that found the Province did not violate the teachers' constitutional rights when it introduced legislation in 2002 that limited the teachers' ability to collectively bargain certain workplace issues like class size and composition. In overturning the Court of Appeal decision orally, the SCC concluded that the Provincial Government's legislation did, in fact, violate the teachers' constitutional rights and struck it down. Counsel Schirru explained that this decision is important not only to the B.C. teachers but to the labour movement as a whole across Canada because it reaffirms that a Union's right to collectively bargain workplace issues is protected by the Canadian Constitution and therefore cannot be trampled by provincial government legislation that attempts to limit that right.

Associate West Coast Counsel White then provided an update on the National Labor Relations Board (NLRB). The NLRB is an agency within the executive branch of the federal government that is empowered, ostensibly, to enforce the National Labor Relations Act. The Board itself is comprised of five members, nominated by the President and approved by the Senate.

Traditionally, the President's party has appointed three of the five seats on the Board, with the other two coming from the party that is out of power. Currently, the Board has only three members and a 2-1 Democratic majority. The President is expected to fill the remaining two seats in short order, which will give the Board a 3-2 Republican majority. The two Democratic-appointees on the Board are Mark Pearce and Lauren McFerren. Peace's term expires in August 2018, and McFerren's term expires in December 2019. The Republican-appointee is Phillip Miscimarra, and his term expires in December of this year. The President recently made Miscimarra the Chair of the Board, but that is largely a ceremonial position.

In addition to the Board Members, the President appoints an NLRB General Counsel. The General Counsel is responsible for directing investigations and prosecutions of unfair labor practices. The current General Counsel, Richard Griffin, was appointed by President Obama, and his term does not expire until November.

The new President's Board is expected to issue employer-friendly decisions, and overturn many of the Labor-friendly decisions issued by the Board over the past eight years. For example, the Board issued two decisions during the Obama presidency that expanded Union opportunities to establish a bargaining relationship with two joint-employers (e.g., a facility owner and a labor contractor supplying a periodic workforce). Both cases—Browning-Ferris Industries (BFI), 362 NLRB No. 186 (2015) and Miller & Anderson, Inc., 364 NLRB No. 39 (2016)—have been targets of attack by the Chamber of Commerce and federal lawmakers. Additionally, the Obama Board in FedEx Home Delivery, 361 NLRB No. 55 (2014) clarified the current way of determining whether individuals are independent contractors, which had the effect of expanding the number of workers that could be organized into a Union. The standards established in these cases could be threated under the new administration. Finally, in Piedmont Gardens, 364 NLRB No. 95 (2016), the NLRB held that an employer may not permanently retain scabs if the motivation for hiring the scabs was to retaliate against strikers for exercising their right to strike.

General Counsel Dulaney concluded the report by advising attendees that in October 2016, the Office of Labor Management Standards of the United States Department of Labor issued guidance explaining how the Labor-Management Reporting and Disclosure Act (LMRDA) applies to unions that wish to implement remote electronic voting systems. The compliance tip can be found on the DOL website. Counsel cautioned that the requirements appear to be quite onerous and that local unions should proceed carefully before using electronic voting systems in their elections. She also reminded Locals that their constitutions and bylaws must permit electronic voting.

Finally, Counsel Dulaney repeated President Loeb's request that local unions advise the International of any litigation in which they are involved, as set forth in Article Nineteen, Section 11 of the International Constitution.

On behalf of the Board, President Loeb thanked the Legal Department for its report.

"IATSE Political and Legislative Affairs Department" (Gavel)

## IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representative Krista Hurdon, Political/Legislative Director J. Walter Cahill and Assistant Political/Legislative Director Erika Dinkel-Smith reported to the General Executive Board on IATSE political and legislative affairs in the United States and Canada.

**United States**

*The 2016 Presidential Election*

Director Cahill started the report by providing a debriefing of the 2016 Presidential election. Many factors were identified as leading to Donald Trump's victory, but all indications suggest that the Comey statement two weeks prior to the election confirming the Federal Bureau of Investigation was re-opening its investigation into Secretary Clinton's use of a private email server to conduct confidential state business was the most significant.

A review of voter statistics coming out of the 2016 election confirms only 46% of the 251 million eligible voters cast a ballot. Although Donald Trump was able to secure a majority of the electoral college votes (303) to win the Presidency, Secretary Clinton received 48.3% of the popular vote versus Donald Trump's 46.2%. Analytics suggest that third party candidates Jill Stein and Gary Johnson played a significant role Trump's electoral success.

Director Cahill provided a forecast of the political landscape for the IATSE and organized labour in general during a Trump Presidency. All indications strongly suggest that President Trump and Vice-President Pence will implement and/or support anti-union legislation and policies, like "right to work" legislation, and appoint individuals to the Supreme Court and National Labour Relations Board that will erode the gains organized labour have made over the last eight years.

The November 2016 elections did provide some bright spots. pro-labour candidate Roy Cooper was elected Governor of North Carolina. The following pro-labor candidates that IATSE supported were also elected in both the House and Senate:

U.S. Senate: Tammy Duckworth, IL, Kamala Harris, CA, Chris Van Hollen, MD, Catherine Cortez Masto, NV, and Maggie Hassen, NH.

U.S. House: Tom O'Halleran, AZ, Charlie Crist, FL, Carol Shea Porter, NH, Annie Kuster, NH, and Brad Scheinder, IL.

Director Cahill and Assistant Director Dinkel-Smith attended the swearing in of a number of these elected officials on January 3, 2017. Attendance at these events provided an opportunity to emphasize the IATSE's support for the newly elected officials.

IATSE's Political/Legislative Department intends to continue reaching out to Congress as well as the Democratic Governors Association and the Democratic Attorneys General Association in 2017 to build on relationships brokered in 2016. The IATSE helped get the F.C.C. to table its proposal regarding set top boxes.

Assistant Director Dinkel-Smith commenced her portion of the report by providing an overview of the Department's activities leading up to the 2016 election. Activities included:

- helping Locals develop a threefold process through Voter Registration, Volunteer Mobilization and Get Out the Vote actions as well as emphasis on the importance of supporting the PAC in the electoral process through the message of "Invest, Act, Commit";

- working closely with the IA Communications Department throughout the election to disseminate information and amplify political activism;

- registering over 5% of IATSE's unregistered members;

- employing 22 IATSE members to work on election activities through the AFL-CIO release staff program;

- traveling to the three battle ground states (PA, NV and FL) to help IATSE Locals 8, 631, 720, and 834 with their respective GOTV efforts;

Assistant Director Dinkel-Smith then provided a more in-depth review of the analytics flowing out of the 2016 election. Highlights of the analytics include confirmation of a 65.6% win rate for candidates that received support from the IATSE-PAC and Free Speech PAC.

Turning to the 2018 mid-term elections, Assistant Director Dinkel-Smith identified opportunities for IATSE and organized labour to assist in the election of labour friendly candidates in the Senate, the House and in various state legislature and gubernatorial elections. Assistant Director Dinkel-Smith confirmed the Political Department is already starting to prepare initiatives in connection with these mid-term elections.

**Canada**

International Representative Krista Hurdon provided a summary of Canadian political and legislative initiatives.

*Canadian Federal Political Initiatives*

As previously reported at the San Francisco General Executive Board meetings, a number of IATSE Local representatives participated in a National Lobby Day

in Ottawa in April of 2016 sponsored by the Canadian Labour Congress (CLC). The focus of lobbying efforts included, among others, concerns over the use of asbestos in workplaces. In December 2016, the federal government announced a ban that will finally put an end to the import, export and use of asbestos, and make workplaces and public spaces safer for all Canadians.

Other lobbying effort successes in 2016 included the previously reported amendments to the Canada Pension Plan, Employment Insurance Benefit and Temporary Foreign Worker program. Organized labour's attack on the former Conservative government's so-called "Fair Elections Act" also got traction in 2016. In November 2016, the Liberal government tabled legislation to do away with a law that severely limited the right to vote for a number of Canadian citizens. 2016 also saw success for the CLCs' lobbying effort to seek justice for missing and murdered Indigenous women in Canada. In August 2016, the federal government announced that it would commence a formal federal government inquiry into this social injustice.

In 2017, IATSE plans to participate in organized labour's efforts to lobby for further electoral reforms and a national pharmacare program. Responding to the rhetoric flowing out of Canadian "celebrity" businessman Kevin O'Leary's bid for the leadership of the federal Conservatives is also likely to be a key priority for the CLC. Preparations for IATSE's participation in the CLC sponsored National Lobby Day are also already underway as well.

The IATSE Canadian Office has continued its efforts to communicate with the Ministry of Canadian Heritage in connection with its review of Canadian cultural policy. This review, and in particular its focus on digital technology, has the potential to directly affect the industry in which a significant number of IATSE members work. As a stake holder, the IATSE participated in a Ministry sponsored survey which was followed up by Vice President Lewis, International Representative Julia Neville and IATSE lobbyist Isabelle Metcalfe coordinating and then participating in meetings with high-ranking Ministry officials in August 2016. Coordination is also taking place between with IATSE Local representatives and members of the Ministry's standing committee on Canadian Heritage in their respective home ridings across the country for the purposes of communicating IATSE's priorities and lay the ground work for formal submissions. The priorities identified during those meetings included issues relating to copyright and "clean hands" policies in connection with government funding and grants for the film industry. As a follow-up to those meetings, IATSE filed formal written submissions with the standing committee.

In January 2017, Canadian Minister of Heritage Melanie Joly and Alberta's Minister of Culture and Tourism Ricardo Miranda visited the Fargo and Wyonna Earp sets in Alberta, meeting and discussing the Canadian screen industry with IATSE Local 212 members and officers as well as Vice Presidents Lewis and Petti. These set visits generated a considerable amount of social media attention on both Facebook and Instagram.

*Canadian Provincial Political Initiatives*

Support continues for Locals provincial politics initiatives across the country. Of particular note is the continued work in consultation with the Ontario Federation of Labour (OFL) and its "Make it Fair" campaign. This OFL campaign is focussed on ensuring positive reforms flow out of the Ontario Ministry of Labour's ongoing and detailed labour and employment law review being conducted by Ministry appointed special advisors. Vice President Lewis sits on the Steering Committee and Communicators Committee while Canadian Legal Counsel Ernie Schirru sits on the Legislative and Research Committee. Vice President Lewis and Canadian Counsel Schirru, in consultation with all Ontario Locals, worked together to file submissions in response to the interim report issued by the special advisors in October 2016. A final report is expected to be issued sometime in the spring of 2017.

President Loeb thanked those reporting for their efforts. In doing so, he confirmed that the political and legislative affairs being pursued by IATSE will continue to be a key priority in both Canada and the United States.

"IATSE National Benefit Funds" (Gavel)

## IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, William Gearns and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

The past pattern of year over year growth in contribution, participants and assets continued in 2016. On a cash basis the Funds have realized an increase of 5.3% when comparing the twelve months of 2016 with the same period in 2015. Motion picture production employment accounts for approximately 55% of the contribution receipts. The balance is comprised of all other industries such as trade

show, road shows, box office, sports broadcasting, amusement parks, etc.

Net assets of the Funds have reached approximately $1.45 billion as of December 31, 2016. Compared to total net assets of $726 million as of December 31, 2010. This represents a growth of 101.45%. Comparing year-end 2015 through twelve months of 2016, the fair market value of assets has increased by 10.05%.

As of January 1, 2017 the IATSE National Health & Welfare Fund provides health coverage to 42,546 lives in one of its seven different Plan options. This represents an increase of 41.57% since 2013. The Fund had an investment return of 5.7% during 2016. This was a very good return for a conservatively invested fund.

The IATSE Annuity Fund, with assets held in individual accounts, has over 75,000 active accounts with retirement account balances.

The IATSE National Pension Fund provides retirement benefits to 2,500 pensioners and approximately 20,000 active working members and inactive vested participants will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C. The Fund had an investment return of 7.7% during 2016. This also represents a very good return.

The Fund Office renovations now provide facilities to house 122 employees. At present the Fund Office has 99 positions with 95 filled as of this report.

President Loeb thanked General Secretary-Treasurer Wood, Vice Presidents Miller, Gearns, and Di Tolla, and Trustee White for their report, and remarked on the excellent return experienced by the funds.

"IATSE-PAC Report" (Gavel)

## IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood and Political and Legislative Director J. Walter Cahill reported to the General Executive Board on the status of the IATSE-PAC.

General Secretary-Treasurer Wood reported that 2016 was an active year for the IATSE-PAC with noted increases in both revenues and disbursements attributable to the presidential election. PAC contributors came from members of over 180 local unions.

Director Cahill emphasized the vital importance of contributing to the PAC. In doing so, Director Cahill highlighted certain funding statistics that illustrated the impact of political contributions had on the recent elections.

International President Matthew D. Loeb encouraged all Locals to once again reach out to their membership to discuss the benefits of contributing to the IATSE-PAC. In doing so, President Loeb emphasized the importance of financially supporting candidates advancing the interests of organized labor.

"IATSE Women's Committee" (Gavel)

## IATSE WOMEN'S COMMITTEE

IA Women's Committee (IAWC) Chair Cathy Repola and Committee Members; International Vice President Colleen Glynn, International Trustee Patricia A. White, Department Director, Broadcast Sandra England, International Representatives Joanne Sanders and Krista Hurdon, Special Representative Stasia Savage, and Local USA829 National Business Agent Cecilia A. Friederichs updated the Board on the Committee's numerous undertakings since the GEB meeting in San Francisco.

Currently, more than 300 women are members of the IAWC Facebook group. The Committee welcomes all IATSE members to join. Networking socials were held in Districts 2, 6, 11 and 12—each of which held their annual conventions after the Board met in July. The gatherings were well attended and warmly received.

As a kick-off to the 68th Quadrennial Convention in Hollywood, Florida, the IAWC will host an event on Sunday, July 16, 2017 from 4:00 p.m.-7:00 p.m. This program is open to everyone (women and men and their family members). The Committee requests that everyone save the date and make plans to attend.

The IAWC's Education Subcommittee reported that it has issued two volumes of the Committee's newsletter "Connection," which, among other topics, publishes member profiles as well as articles on labor history. The Committee requests Locals provide it with content for the newsletter at connection@iatse.net. Volume 2 was translated into French and the Committee is exploring publishing the newsletter in Spanish as well. The IAWC expressed appreciation to Representative Hurdon and Canadian Operations Manager Nate Richmond who provided invaluable assistance regarding the French translation. At present, "Connection" has 3,500 subscribers.

During the 2016 election cycle, the Community

Outreach and Activism subcommittee engaged in extensive activities including voter registration, phone banking and canvassing. Appreciation was extended to Rose Etta Venetucci for her work in this regard.

The Committee specially acknowledged the participation of its members in the Women's Marches held in both the United States and Canada on January 21st, most notably President Loeb and Vice President Glynn who marched in Boston. It also noted and thanked the many members who knitted hats to send to those who attended the marches.

The Committee reported that as a result of the generous monetary donation it made to the Rosie the Riveter Trust, the IAWC is honored on that organization's wall of donors. They noted that the winter meeting would support the Metro Centers for Community Advocacy which provides counseling and shelter for women, their children, and girls who are victims of domestic violence, sex trafficking.

President Loeb observed that the Committee is becoming more and more a success story in the making. He recalled that the genesis of the IAWC started as informal dinners and has grown into a movement. He remarked that women's issues and causes need the support and attention of everyone, stating that women bring power to the Alliance. He thanked the Board for resourcing the semi-annual dinners and the IAWC Convention event.

President Loeb expressed sincere appreciation to the Committee, noting that those reporting were well-respected and have raised the prominence of women in the IATSE, for which he and all members are proud and grateful.

"Report of the IATSE Young Workers Committee"

## REPORT OF THE IATSE YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Department Director Stagecraft D. Joseph Hartnett, Assistant Department Director Motion Picture and Television Production Vanessa Holtgrewe, International Representatives Christopher "Radar" Bateman and Jason Vergnano reported to the Board on the activities of the IATSE Young Workers Committee since the July 2016 General Executive Board Meeting. The Committee is currently made up of Tao, Hartnett, Vergnano, and Senior Communications Coordinator Molly Katchpole.

*UNI Youth Global Conference & UNI Youth Global Organising Forum*

Department Director Tao reported that she attended the UNI Youth Global Conference & UNI Youth Global Organising Forum from October 17 – 21, 2016, at the Southern Sun Cape Sun Hotel in Cape Town, South Africa. Among the UNI-affiliated unions present, there were 167 participants representing 47 unions and 33 countries. The attendees were a mix of working union members, staff, and workers under 35 years old.

The first-ever UNI Youth Global Conference was held on October 18, and covered sexual harassment in the workplace, equal pay campaigns, a campaign about Gender Violence in Media, and UNI Youth's mentorship program. Globally, young worker groups are focusing on organizing and activism within their local communities. Many young members came from countries dealing with political instability and strong anti-union sentiment.

The UNI Youth Global Organising Forum was held October 19-21, and introduced regional organizing case studies and allowed for practicing organizing lessons taught during the Forum. Delegates were broken into groups by language to discuss and role-play organizing actions.

Department Director Tao was grateful to have attended this inaugural Conference in the historically significant city of Cape Town. One of the chants the African labor union delegates used was "Amandla! Awethu!" This means "Power!" and was a rallying cry for activists fighting apartheid in South Africa, now used for the workers' struggles. Learning the different wins, tactics, and struggles allows for sharing best practices among young workers. It is encouraging to see how young workers around the world are stepping up, and the IATSE young worker achievements are a solid part of that movement.

*Canadian Labour Congress' Inaugural Young Worker Summit*

International Representative Jason Vergnano reported that he attended the Canadian Labour Congress's inaugural Young Workers' Summit at the Shaw Centre in Ottawa, in October 2016. He was pleased to have been accompanied by Dominika Nasilowski and Brendan McKenzie of Local 891, Lindsay Gilmer of Local 411 and Charles Dorion of Local 514. These Locals have shown tremendous leadership by investing in sending Young Workers to this event.

This was a wide-ranging event with a diverse group of trades sending young worker representatives from all

over the country. Young Union activists were afforded the opportunity to build bridges with our natural allies from all walks of life across the Labour Movement. The size and scope of the Summit proved to be a very rewarding experience, with an impressive array of workshops across a variety of topics.

Prime Minister (PM) Justin Trudeau met with the delegation in an open Q&A session, once again demonstrating the Federal Government's commitment to rebuilding the relationship with the middle-class and organized labour. The delegation was not afraid to ask tough questions of the PM and it was refreshing to see a Canadian PM willing to engage in such a candid and unscripted manner.

PM Trudeau has made many overtures to the young workers of Canada including the formation of the Prime Minister's Youth Council. This Council will consist of 30 young people between the ages of 16-24 years old. Council members will serve two-year terms with all travel and related expenses covered by the Prime Minister's Office. The council will advise the Prime Minister on the issues that concern young workers such as education, employment and climate change.

*Recap of 2016 Young Workers Conference Goals*

International Representative Vergnano reported on the 2016 IATSE Young Workers Conference, which was held on May 19 – 21, 2016, in Atlanta, Georgia, with 104 total attendees representing 58 Locals from the United States and Canada. As reported at the previous Board meeting, the 2016 Young Workers Conference encouraged young workers to get active in four ways: within their local union, politically, in their community, or in their workplace.

Each of these types of activism were broken down and discussed with the attendees so they could choose a type of activism that they felt most comfortable doing. Attendees completed a goal sheet for themselves at the Conference. The committee mailed the goal sheets back to the attendees one month after the conference and a reminder of what they set as their goals after the excitement of the conference has died down.

Representative Vergnano reported that, since the end of the Conference, the Committee and the representatives who were assigned to the conference have been designated 16-18 attendees whom they have reached out to directly throughout the next year. The attendees were subdivided by craft and geographic jurisdiction to keep the representatives in contact with members in the districts they typically assist and to help foster the relationships with the members who attended as more than just an email.

Attendees received contact from their designated IATSE Young Workers Committee-person approximately every 6-8 weeks. Outreach was made leading up to current events that allowed for ideal times to get involved, such as Labor Day, the 2016 Elections, and the holiday season.

*Conference Activism Report Back*

Assistant Department Director Hartnett reported on the results on the activism report backs from the 2016 Young Workers Conference attendees. The report backs have been positive and impressive.

In 2014, the Committee reached a 56% rate of activism report backs from young workers. While this cycle or report backs is only halfway done, the Committee is currently at about the same rate of activism, ranging from about 40% in one group to 70% in another. Canadian attendees of the 2016 class have reported back at the rate of 60%, up from the 42% that reported back from the 2014 class.

The qualitative measures of activism overall have been incredibly impressive. While the definition of activism when this endeavor first began included anything – attending a member meeting, for example – the responses from this batch of young workers has been incredible. The following are activity trends from the reports:

- Community Activism – Many young workers chose to get involved with projects that would involve their community. Local 695's young workers organized a beach cleanup that was reported on in the IATSE Bulletin. Locals 484 and 205 put together the first annual Film Family Labor Day event held on the lawn of the Capitol in Austin, Texas, in collaboration with other film and entertainment industry organizations. Local 479's young workers held their 2nd annual kickball tournament on September 11 and raised $28,000 for The Georgian Fallen Firefighters Foundation.

- Political Activism – Many young workers reported that they participated in phone banking, get out the vote activities, creating voter guides for pro-labor candidates, and registering Union members through the AFL-CIO LAN.

- Local Union Support – Many young workers chose to focus on improving their Local, and outreach to new and yet-to-be members. This ranges from the Local 481 young workers who developed a home ownership training seminar for freelancers, to two young workers from Local 56 being elected to office. Local 728 young

worker Ryan Thomas presented to the executive board a proposal to host meetings for future members that would demystify the process of becoming a member. As of this report, he is working with the Local to develop the curriculum for that meeting.

- Cycle of Support – There has been a higher rate of young workers among local unions communicating directly with each other, which was encouraged at the Conference. This trend has been apparent in the Young Workers Facebook group too, where someone will occasionally post about an obstacle they are facing, and other young workers will comment with positive solutions and support.

- Continuation of Activities – The number of young workers that continue to stay involved after their first event is increasing. The Committee has noted that after the first-round of report backs, responses decrease, but activity has continued as noticed on social media. The responses received from the attendees indicate a trend towards coalition building within the Local in tandem with community enrichment. One example of this is Local 720's Young Workers Toy Drive. When they started two years ago they raised $200; this year, the drive raised over $30,000.

*Conclusion*

Director Tao concluded the report. The IATSE International Young Workers Committee connects and advises IATSE young workers across the U.S. and Canada. The Committee works to set up the infrastructure to help young workers continue or start to get active. A recurring comment from young workers was not knowing where to start when coming up with a project, so Senior Communications Coordinator Molly Katchpole created a work plan template and guidelines as a resource. This kind of help and flexibility works well for the situation of local unions, where each Local, craft, and region target different issues to get involved with.

One of the hallmarks of our successful Young Workers is the level of support coming from their peers, their fellow members and their leaders. The Locals that are providing their Young Workers with the space and resources to succeed are showing tremendous leadership by making the space for the committees to grow and take ownership of their goals and successes. In turn, because the Locals are stronger, the Alliance is stronger.

The Young Workers Committee thanked the IATSE leadership and membership for supporting not just the Committee's activities, but the young workers of this Union.

President Loeb thanked the Committee for their report, remarking on the importance of staying connected on issues affecting workers globally, the importance of the Young Workers Conference, and stated that he was encouraged to hear about engagement in specific areas of activism.

PRESIDENT LOEB: Microphone 7.

DELEGATE RACHEL FOY MAGEE, Local 205: Mr. President, Rachel Magee, IATSE Local 205, Austin, Texas. I'd like to quick a quick shout-out to the Young Workers Committees of Local 205 and 484. They continue to work together to provide opportunities for community engagement and worker solidarity.

These young workers come into our Locals full of energy, enthusiasm, and fresh ideas, which are very much appreciated. Whether it be a film, family Labor Day, a lake cleanup, mini golf, roller skating or, as they were doing on Wednesday night, karaoke, they are bringing members and potential members together on a regular basis. In addition, they are also participating in the Texas AFL-CIO's Young Workers Committee, YALL, which stands for Young Active Labor Leaders, and they're doing this to further their activism.

Mr. President, I'd like to thank you for sharing your vision and encouraging us to establish Young Workers committees within our Locals.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE MARIELLE "APPLE" THORNE, Local 720: Mr. President, Apple Thorne, Local 720, Las Vegas. I would like to thank you, President Loeb, for forming the Young Workers Committee.

I attended my first conference in Portland in 2014, where I was inspired to form a Young Workers Committee with our Local, and we started hosting barbecues before our general membership meetings. This brought younger members to the meetings, helped us make quorum count, and changed the dynamic of meetings, as stagehands with full bellies are happier people.

I attended the conference in Atlanta last year, and my competitive nature was awakened by Local 479's impressive $18,000 raised at a kickball tournament. Local 720 workers were determined to beat that. We set a goal of $20,000 and focused our efforts on learning

how to fund-raise. We came together and blew our goal out of the water, raising over $30,000 in our toy drive last year.

*(Applause)*

It was on that high note that I got a little older and passed the torch of our Young Workers Committee. President Loeb, I'm proud to report that, not only does Local 720 continue to have a vibrant Young Workers Committee who held an event just this month with over 120 members in attendance and who are already conspiring to top the $100,000 that Local 479 reported raising, but many previous members of our Young Workers Committee have gone on to form other committees and continue to remain active members in our Local. These conferences work and I hope to see them continue for many years to come. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"KING 5 Re: Local 600 Reaches Agreement at KING 5 in Seattle After Two-Year Campaign" (Gavel)

## KING 5

**Re: Local 600 Reaches Agreement at KING 5 in Seattle after two-year campaign.**

Broadcast Department Director, Sandra England and ICG Local 600 Executive Director Rebecca Rhine reported to the Board on the successful negotiations with KING 5 for photojournalists and news photographers.

On November 5, 2016, Local 600 won a settlement at KING TV in Seattle that provided minimum staffing for photographers, culminating a two-year campaign against Tegna Corporation, a corporate cousin of USA Today. The employer had demanded a "non-jurisdictional contract" that would allow the company to assign other people to perform the work of union members.

In defense of its jurisdiction, Local 600 formed a coalition with IBEW and SAG-AFTRA to resist this proposal. Coalition building and political action were the keys to this victory for the IATSE.

Sisters England and Rhine expressed their sincere appreciation to Brother Dave Twedell whose resoluteness and indefatigable work ethic led to this exceptional result.

President Loeb remarked that coalition building and political activism were the keys to this victory for the IATSE.

"Motion Picture Industry Pension and Health Plans"

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, along with other MPIPHP Directors Patric J. Abaravich, Scott Bernard, Ed Brown, Tommy Cole, Colleen Donahue, and Rebecca Rhine reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of plan assets as of November 30, 2016, is approximately $8.4 billion. The Pension Plan held $3.3 billion in assets, followed by the IAP with $4 billion. The Active and Retiree Health Plans held $944 million and $86 million, respectively. As of November 30th, the MPIPP investment returns for 2016 were up by approximately 5.7%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and plan advisors and actuaries have indicated that it will be necessary to evaluate and potentially adjust the assumed rate of return based on market conditions, interest rates and a longer-term outlook for plans such as the MPIPHP. The plans and actuaries will be addressing this issue throughout 2017 and likely into bargaining.

The combined hours into the MPIPHP in 2015, which contained fifty-three payroll weeks, were 89 million. Vice President Miller noted that as of November 30th, contributed hours were over 87 million hours and it is anticipated that when the year end 2016 hours are reported the MPIPHP will exceed 92 million hours of employment. Year-to-date totals through November are consistent with continued growth and the industry is currently very busy. Employer hourly contributions of $791 million through November are up by approximately 10% from the same period last year and have already surpassed the contributions for all of 2015 by approximately $20 million. This is due to both the increased hours and the hourly pension contribution increase of $0.18 per hour that was negotiated into the last agreement.

Residual receipts into the MPIPHP in 2015 totaled $450 million. For the period through December 2016, the MPI received $434 million, which lags 2015 residual receipts by $16 million.

The Active Health Plan has over 46,000 participants and 99,000 covered lives, with an average annualized cost of $11,580 per participant. The retiree plan consists of 21,000 covered lives with an annualized cost of $9,264 per participant. The Plans are currently trending below the 2016 projected health care costs in both plans. There are currently 15,750 retirees and 1,750 beneficiaries receiving pension benefits.

The MPIPHP reported that the reserve levels were at 22.1 months in the Active Plan and 9 months in the Retiree Plan through November 30, 2016. The projected reserve levels based on current projections indicate that we will be at 16 months in the active plan and 8 months in the retiree plan as of December 31, 2017. The reserve levels in both plans at year end will exceed the amounts necessary to trigger the 13th and 14th checks as well as the 10% pension increase negotiated in the last round of bargaining.

In addition to the financials highlights of the MPIPHP, Vice President Miller and the Trustees reported on several plan changes that have occurred recently. It was reported that Sutter Health is no longer a contracted provider to the MPIPHP as of January 1, 2016. This has caused a significant hardship to the MPIPHP participants in Northern California as Sutter Health is one of the largest health care organizations in Northern California. MPIPHP was forced to make this change because of unacceptable demands made by Sutter that would have run counter to some important MPIHP provisions and protections such as altering the appeals process, shortening statute of limitation periods, and requiring arbitration, amongst other things. Additionally, plan improvements include Telemedicine, the inclusion of urgent care facilities in the network, a member assistance program and an ambulance benefit change to provide additional ambulance benefits in-network for emergencies have all been implemented recently.

President Loeb commended the Trustees for their diligent work at the MPIPHP on behalf of the IA members and their families. President Loeb expressed his appreciation to MPIPHP CEO David Asplund for bringing stability to the plan and increasing morale. The Plan has really benefited from his leadership.

PRESIDENT LOEB: Microphone 2.

DELEGATE EDMOND H. BROWN, Local 44: Mr. President, Ed Brown, Business Agent, IATSE Local 44. As of this report, the November 2016, the MPI hit an astronomical figure of $8.4 billion in funding for the members who participated. I think that that's a pretty tremendous goal to have reached.

And we were anticipating the number of hours to be reported worked in that year to hit 92 million hours; I believe – I may be one off – but we actually, I think, hit 94 million hours that year.

So I want to thank you, under your guidance, and all the other labor trustees that I work alongside, Vice President Miller for your guidance, and one person in particular on the labor side who works tirelessly at MPI, and that's Vice President Thom Davis, I want to thank you.

*(Applause)*

PRESIDENT LOEB: Thanks, Ed.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"National Low Budget Agreement"

## NATIONAL LOW BUDGET AGREEMENT

International Vice President Michael F. Miller, Jr. and Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe reported to the General Executive Board on the outcome of the negotiations for the 2017-2019 Low Budget Theatrical Agreement.

After discussions with the affected Locals across North America, it was determined that the smartest course of action would be a negotiation with few proposals that were limited to economics and benefits. This protected the strong terms and working conditions of this Agreement, such as stringent subcontracting limitations, ten hour daily turnaround, and thirty-two and forty-eight hour weekend turnaround, triple time after fifteen hours worked, mileage paid at the IRS rate, and Martin Luther King, Jr. Day as a holiday.

As such, after discussions with the Employers, the contract has been renewed for another three years with industry standard wage increases and benefit increases consistent with the Basic Agreement and Area Standards Agreement. The Budget Tiers 1, 2, and 3 were raised to account for the increased costs of wages and benefits. The Ultra Low Budget Film cap

will not change but Tier 1 is increased to $6 million, Tier 2 covers $6 million to $10 million, and Tier 3 spans $10 million to $14.2 million. These budget caps will remain frozen for the term of the contract.

The Agreement went into effect on January 1, 2017, along with 3% yearly wage increases, and $5 per day National Benefit Fund contribution increases in each year of the Agreement.

President Loeb thanked Vice President Miller, and Assistant Directors Mahoney and Holtgrewe for their hard work in negotiating the new contract.

A motion was made to ratify the contract, the motion was seconded, and carried.

PRESIDENT LOEB: Microphone 2.

DELEGATE PATRIC J. ABARAVICH, Local 728: Mr. President, Patric James Abaravich, Business Representative, Local 728, Hollywood, California.

With the gains of the previously negotiated low-budget agreement, this successor agreement is built on a solid foundation. With additional gains, this agreement shows its strength in maturity. Although it may be an overlooked condition by the employers, the strong subcontracting language has allowed me to call the employers on their violations, returning hundreds of historic set lighting jobs back to my members over the past four years. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE MICHAEL W. AKINS, Local 479: Mr. President, Mike Akins, Local 479. I'd like to comment on the low-budget agreement again.

Through this agreement, it has meant a lot of work to the technicians and workers in Atlanta, Georgia. It continues to be one of the most popular agreements. It has the best turnaround and conditions that we work under in Atlanta, and it continues to be a big source of revenue for our membership.

PRESIDENT LOEB: Thank you.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Non-League Negotiations" (Gavel)

## NON-LEAGUE NEGOTIATIONS

International Vice Presidents Anthony DePaulo and Daniel Di Tolla, International Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett and General Counsel Samantha Dulaney reported to the Board about the recently completed Non-League Pink Contract negotiations.

Vice President DePaulo explained that the Non-League Pink consists of two agreements, the "L" Touring Agreement and the Bus and Truck agreement. These contracts covering Big League, Networks, Phoenix-Ent, Troika, and Work Light productions expired on June 30, 2016. Vice Presidents DePaulo and Di Tolla, Trustee White, Assistant Director Hartnett, Special Representatives Brian Munroe and Don Martin and General Counsel Dulaney were assigned to renegotiate. Over the series of meetings in August 2016 successor agreements were agreed on.

The "L" Touring Agreement has tracked the Broadway League/Disney Pink Contract and that principle remains intact. The new agreement includes all of the improvements made in the League/Disney contract including; wage, per diem, and health contribution increases on all three tiers of the contract, Full, Modified, and SET; reduction in uncompensated work hours after official opening, improvements in housing language, and increases in travel expenses. The Bus and Truck agreement also achieved wage, per diem, and health contribution increases and introduced annuity contributions. The reduction in uncompensated work hours represents a significant improvement at the lower tiers.

A review of the last three touring seasons has confirmed that the tier distribution has remained largely consistent. In 2014 there were 1 Full, 2 Modified, 3 SET, 4 "M", and 9 "S" tours. In 2015 there were 3 Full, 3 SET, 4 "M", and 8 "S" tours. 2016 had 3 Modified, 4 SET, 6 "M", and 5 "S".

President Loeb observed that 2016 marked the second coordinated bargaining sessions amongst these five producers (the first occurred in 2013). He noted with satisfaction that the Department is auditing shows to ensure that these agreements are being followed. He remarked that these agreements provide steady work with wages and benefits for hundreds of members. On behalf of the International, President Loeb expressed appreciation for the work of the Department on these contracts.

"Local 8 Organizing" (Gavel)

## LOCAL 8 ORGANIZING

Vice President Michael Barnes shared with the Board the strategy utilized by Local 8 in organizing workers in the Local's jurisdiction. The Local's analysis is comprehensive and includes offensive and defensive postures. Local 8 took advantage of the courses offered by the Education Department to hone its organizing skills. It tracks and communicates with unrepresented stage workers to take advantage when opportunities for organizing present themselves. Vice President Barnes explained that Local 8 maintains a culture of organizing, continuously exploring/tracking targets.

President Loeb complimented the Local on organizing workers with jobs because in doing so the Local protects the working standards of members and those already under collective bargaining agreement. He noted the Local's approach is sophisticated and will protect and shore up its jurisdiction. He encouraged Local 8 and other Locals to stick with organizing because workers are doing IATSE work and deserve to be under IATSE agreements.

"Solotech" (Gavel)

## SOLOTECH

International Vice President & Director of Canadian Affairs John Lewis and International Representative Jason Vergnano reported to the General Executive Board on Local 56's ongoing litigation with Solotech in Quebec.

Representative Vergnano explained that Local 56 was successful in certifying employees working in the transport division of Solotech in September 2016. After the group was certified, Solotech took steps to assign the transport responsibilities to a third party. In an effort to protect the integrity of its organizing efforts, Local 56 then filed three additional applications seeking to represent Solotech's shop workers, touring personnel and local events crews and also filed a series of unfair labour practice complaints as well. All of these applications and complaints are in the process of being litigated at the Quebec Labour Board. With the assistance of the International, including International Representative Krista Hurdon, Director of Communications Emily Tao and Senior Communications Coordinator Molly Katchpole, the Local also commenced a letter writing campaign targeting Solotech's registered owners, directors and clients launched a "supportourdrivers" website.

President Loeb commended Vice President Lewis, Representative Vergnano and the Local on their efforts to try and secure bargaining rights for the employees of Solotech. President Loeb went on to confirm that the Local will have the full support of the International in its ongoing litigation against Solotech and that IATSE will not stop until Solotech is held accountable for its unfair labour practices.

"Southern California A/V Efforts" (Gavel)

## SOUTHERN CALIFORNIA A/V EFFORTS

International Vice President William E. Gearns, Jr., International Trustee Carlos Cota, and International Representative Dan'l Cook reported to the General Executive Board on recent efforts to increase the IATSE's presence in the Audio Visual (AV) industry in Southern California.

Trustee Cota reported that, since the last General Executive Board meeting, the IATSE has spent a considerable amount of time researching and gathering information. Armed with research and an understanding on the volume of work covered by the top Audio Visual companies, the IATSE began a dialog with the companies about the work during the national negotiations, seeking to increase opportunities in Southern California. The companies stressed the importance of establishing a deep pool of AV Technicians in the area. The IA reinforced the active efforts to create such a pool by our Locals in conjunction with the IATSE Training Trust Fund and, specifically, the AV Essentials training courses. The companies were encouraged by this, and it is important that as many technicians as possible complete the program. Trustee Cota also stressed the importance of our efforts to crosstrain IATSE members who are interested in AV work in the Convention and Tradeshow industry. To that end, AV Essentials trainings have been held in Anaheim, Los Angeles, and San Diego, with a course planned for Palm Springs early this summer.

During the negotiations, the IATSE reminded the companies of how IA Locals have worked together to staff larger shows in Southern California. For example, the BlizzCon show, which took place in Anaheim again this year, was a huge success. Because of the massive crew size (almost 800 positions filled this year), Local 504 reached out to neighboring Locals 33, 122, 614, and 707 for assistance in covering the work. The employers were very interested in further discussions on tapping into a multijurisdictional agreement to cover their needs. They will be continuing that conversation in future negotiations.

Trustee Cota then discussed the recent success with staffing an event called the Airbnb Open Los

Angeles in July of 2016. After many meetings, the IATSE was able to get Airbnb signed on to a SoCal Regional Agreement to cover all local positions. All totaled, the agreement secured 350 to 400 positions over the two-week run of the event. The event was covered primarily by Local 33, with the assistance of Locals 504 and 614.

The Airbnb Open took place on city streets and parking lots in downtown Los Angeles, and in five historic theatres - The Orpheum Theatre, The Palace Theatre, The Globe Theatre, The LA Theatre, and The Ace Hotel and Theatre. The city seeks to re-build these venues, in an effort to revive the Broadway District in downtown Los Angeles. On top of the jobs filled for the event, Local 33 took advantage of the opportunity to interact with the theatre managers who are working with the city to help re-build the theatres.

Trustee Cota concluded his portion of the report by thanking Local 33 Business Agent Bill Ford for his assistance, and International Vice President Michael F. Miller, Jr. for his guidance.

Vice President Gearns then discussed recent meetings the IATSE has had with Premium AV, and reported that many employers have expressed their admiration for the work performed by members of various IATSE Locals in the industry.

President Loeb expressed his confidence that more workers will soon recognize the benefits of working under an IATSE contract, and thanked Vice President Gearns, Trustee Cota, and Representative Cook for their report.

"West Coast Office Building" (Gavel)

## WEST COAST OFFICE BUILDING

General Secretary-Treasurer, James B. Wood and International Vice President and Director of Motion Picture and Television Production, Michael F. Miller, Jr. reported to the Board on the status of the West Coast Office (WCO) building. Over time the number of staff in the WCO has gradually increased. This has led to less than ideal working conditions and has required the staff to expand into the third floor of the building as our long-term tenant vacated their lease.

As the Board has been advised during previous meetings, the expansion of staff combined with anticipated maintenance work that is required to be done on the building has led to the engagement of an architect to provide suggested options for both interior and exterior redesign. The anticipated costs of such a redesign are substantial and therefore a search for a new property has been conducted concurrently in order that different options can be studied.

General Secretary-Treasurer Wood and Vice President Miller advised the Board that a potential building has been found in Burbank that would be a better option than upgrading the present WCO building provided that the new building could be purchased within certain price parameters. President Loeb has also visited the new potential building and concurs with this opinion.

General Secretary-Treasurer Wood reviewed with the Board the financial status of the International and indicated that assets were more than sufficient to pay cash for the building and thus avoid any financing costs. Eventually the present WCO building would be sold and the International would realize a substantial profit over the original purchase price.

A motion was made to approve the commencement of negotiations to purchase a new building for the WCO with the understanding that the purchase price would not exceed $10 million dollars. The motion was approved unanimously.

"West Coast Office Report"

## WEST COAST OFFICE REPORT

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, and International Representative Peter Marley reported on the activities of the IATSE West Coast Office in 2016.

Vice President Miller reported that the IATSE turned out 500 volunteers in Los Angeles, more than any other Union, to take part in the Los Angeles County Federation of Labor's election program. He thanked International Representative Ron Garcia for his hard work during the 2016 election season.

California State Assembly Bill 72 was recently signed into law. The new law bans surprise billing practices in the health care industry by requiring providers to notify patients when they are using providers that are outside of a patient's health insurance network. The IATSE worked with the authors of the bill to become one of its sponsors. The new law will greatly benefit IATSE members, and all working people throughout the state.

The Coalition of IATSE Locals in California, which was put together by Vice President Davis, has been hard at work vetting candidates in what is expected to be a contentious race for California Governor in 2018, and for Xavier Becerra's open Congressional seat.

The West Coast Office is working at the state level to build support for a state prevailing wage program for entertainment industry workers working on state owned property.

The IA was able to utilize the political connections it has fostered in the state to help organize workers at the 2016 Airbnb Open. Vice President Miller noted that, as a result of their travels, entertainment industry workers are some of the largest users of Airbnb.

The West Coast Office services over two dozen local unions that are outside of the film and television industry. Recently, International Representatives Marley and Garcia offered bargaining, organizing, and other assistance to Local B-192. The Office has also provided assistance to other B Locals, including B-66, B-32, and B-18, as well as various stage and mixed Locals.

Vice President Miller praised the work of the hard-working staff in the West Coast Office. In 2016, the staff participated in charity fundraising, marches, rallies, and other events. The West Coast Office has become known for its ability to put "boots on the ground" in support of important causes.

Finally, Vice President Miller reported on a labor peace agreement that has been reached on the construction of the new football stadium in Los Angeles.

President Loeb thanked Vice Presidents Miller and Davis, and International Representative Marley for their report, and remarked on the wide variety of activities engaged in by the West Coast Office.

PRESIDENT LOEB: Microphone 6.

DELEGATE NICOLE A. MILLER, Local B192: Hi. Hang on, I wore my heels. All right, I guess that works.

Mr. President, Nicole Miller, Local B192, I'm the Secretary-Treasurer. So I want to take this opportunity to formally thank, with tremendous gratitude, the West Coast office, for everything that they've done with us, especially over the last couple of years. We're one of the over two dozen Locals in the West Coast that works outside the film and television industry.

In fact, we represent the theme park known as Universal Studios Hollywood and the employees in the theme park. And last year, we experienced tremendous growth, more than I've ever seen in – well, I haven't been around for the 50 years, but in the history of the 50 years of our Local, because of the company's opening of the Wizarding World of Harry Potter.

And Growth Equals Strength, we're all very excited about that. But it's also been a little bit scary. And if it weren't for the assistance of people like Representative Peter Marley, Vice President Mike Miller, and everyone at the West Coast office, we wouldn't feel as confident in facing all the challenges that come with our growth. So tremendous gratitude to them for everything.

In terms of specifics, I want to point out Peter Marley. He helped – thank you, he's sitting right in front of me laughing. But anyway, I thank you tremendously for your assistance with updating our somewhat archaic Constitution and Bylaws. And, President Loeb, thank you for appointing him to help us with that. He was instrumental and incredibly helpful.

And also, in general, just thank you for all of your assurance that, no matter how hard Universal Studios might try, if they try to make any of the new members non-union with their expansion, they were going to have to fight us. So with your help, we knew that we were going to stand strong against that possibility, and it didn't happen, so there you go. Thank you.

*(Applause)*

Oh, and incidentally, I keep hearing about how much Peter Marley has been helping Locals with their contract negotiations, so I hope this isn't too presumptuous, but I'm thanking you in advance because you've already offered, and next year we go to the table against NBC Universal again, so we'll be contacting you, I'm sure.

PRESIDENT LOEB: You have to write me a letter.

DELEGATE MILLER: Yes. There are official, yes, procedures.

But anyway, on July 1st, the Los Angeles County minimum wage went from $10.50 an hour to $12 an hour, and it greatly impacted our membership, because most of our members are either at minimum wage or barely above that. And if it weren't for people at the West Coast – for people in the West Coast in general, but particularly in the West Coast office, working with the Raise the Wage campaign and other efforts to help make that happen, we wouldn't be looking forward to also a $15 increase as of 2020 in Los Angeles. So thank you so much, as well, for that.

*(Applause)*

And we're planning on fighting harder against Universal, to make the wage for our members higher than that minimum wage. We've already succeeded at

that once last year, and we're very, very confident we're going to do it again. And we would not be able to do that if we weren't union members there. So it's very important to mention that, I feel like.

And not only that, I just want to thank the efforts of everyone in the IA and President Loeb, throughout United States and Canada, for making a living wage a priority, so that members all across unions throughout this country and throughout Canada don't have to worry about paying the rent, taking care of their families, or having a bed to sleep in at night because they can't make a living wage.

Finally, I just want to say, I know we're going to be one of the host Locals for the GEB meetings in January, so we look forward to seeing President Loeb and everyone there. And if you get the time, come visit us at Universal Studios. We can't offer free tickets for everyone, but we can try to at least get you the front of the line on the rides. So we look forward to seeing you all there. And thank you again to the West Coast and President Loeb.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Local No. 2, Chicago, Illinois, Re: Activities"

## LOCAL NO. 2, CHICAGO, ILLINOIS

**Re: Activities**

International Vice President Craig Carlson and International Trustee Thomas Cleary appeared before the Board to report on Local 2's continuing fight with JAM USA to organize the Riviera, Vic and Park West Venues.

*JAM USA*

Vice President Carlson reported that since the Board's meeting in San Francisco, Local 2 had filed authorization cards and had won an NLRB election to represent stagehands at the Riviera, Vic and Park West music venues. The NLRB also found merit in an unfair labor practice charge against JAM's firing of fifty stagehands who signed representation cards. JAM settled that charge by issuing all affected workers back pay and re-hiring them; JAM was also to begin bargaining with Local 2.

JAM refused to set bargaining dates and instead, it appealed the election results to the NLRB Regional Director. The appeal was dismissed. JAM appealed the dismissal to NLRB Headquarters in Washington, D.C. and it began to hire people ahead of some with seniority and who had signed authorization cards. JAM engaged in other obstructionist behavior by placing bicycle racks in front of their venues to prevent Local 2's ongoing bannering effort. Local 2 prepared more ULP charges and coordinated their filing with a rally in front of JAM's office.

An organization named "Arise Chicago" joined Local 2 in its efforts on behalf of the workers. "Arise Chicago" represents the entire Chicagoland Religious Community with a membership that includes more than 600 Reverends, Ministers, Rabbi's, Priests, Pastors and other religious leaders. Vice President Carlson showed to the Board, a video of Local 2's Halloween Day Rally with Arise Chicago. The rally brought Local 2 helpful publicity and it was covered by the press.

The NLRB has since dismissed JAM's appeal of the NLRB Regional Director's decision. The Regional NLRB has found merit in Local 2's charge against JAM for giving work to replacement workers and has set a trial date of February 6, 2017. The Regional NLRB has also found merit in Local 2's charge against JAM for barricading the sidewalk to interfere with their protests and set a trial date of March 8, 2017.

Vice President Carlson reported that a "Wage Theft" charge was filed in Federal Court against JAM USA by Local 2's bargaining unit members. A trial date has yet to be set. Last year "Arise Chicago" successfully lobbied Cook County and the City of Chicago for stronger "Wage Theft" Laws so now Illinois Circuit Court Judges have an option to revoke every city and county license, including liquor licenses, from those convicted of "Wage Theft".

*Aragon Ballroom*

The Aragon Ballroom opened in 1926, has a capacity of 3,224 and is currently leased by Live Nation to present concerts. The JAM crew that Local 2 is organizing also works most concerts at the Aragon Ballroom. Upon proof of Local 2's majority status at the Aragon Ballroom, Live Nation voluntarily recognized the Aragon Crew. Local 2 and Live Nation reached a five-year deal covering the Local's traditional work at the Aragon Ballroom, including wage increases, premium payments, health and retirement benefits holidays, meal, grievance and arbitration, recording / broadcast fee, Union Security-Dues Check-Off and Successor language.

This effort brought Local 2 a music venue that for forty years operated non-union and the Local gained twelve new members. This agreement was unanimously ratified.

*Shakespeare Theatre*

Local 2's organizational effort of Shakespeare Theatre finally paid off as its collective bargaining agreement began January 1, 2017. This effort brought a theatre on Navy Pier that had operated non-union since 1998 and twelve new members.

Local 2 was honored to have President Loeb swear in eighty new members at their General Membership Meeting on October 5, 2016. Twenty-four of them came from organizational efforts and others from seasoned referrals.

Vice President Carlson thanked President Loeb for swearing in their new members and for his passionate message of what IA membership is all about, "President Loeb, you provided everyone there a lifetime memory and for that and much, much more I sincerely thank you!"

President Loeb remarked that all the credit in these endeavors goes to Local 2, the members and the workers who put their jobs at risk to secure representation. He observed that the Local has won at every stage of its litigation with JAM, which success he expects will continue. He noted that Local 2 has taken in a number of members and thus has control of the market and the labor force. He further noted his appreciation to Vice President Carlson and Local 2 for what they are doing for the membership by protecting their hard-fought standards of living. President Loeb stated that Local 2 will have the full support of the International.

PRESIDENT LOEB: Microphone 7.

DELEGATE DANIEL K. KERINS, Local 2: Mr. President, Kelly Kerins, Local 2, Chicago. I'd just like to offer up a shout-out to International Vice President Craig Carlson in our ongoing fight with the recalcitrant employer JAM. They continue to show their backside, and he continues to kick them in the ass. Thank you, Mr. President.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Local 122, San Diego, CA. Re: LaJolla Playhouse"

## LOCAL 122, SAN DIEGO, CA

**Re: La Jolla Playhouse**

Reporting to the General Executive Board was International Trustee Carlos Cota, International Representative Peter Marley, Local 122 Assistant Business Representative Richard Disbrow, and Local 122 Secretary-Treasurer Rachel Eaves.

International Trustee Cota was proud to report that, after over a year of bargaining, Local 122 reached a first time agreement with the La Jolla Playhouse. Negotiations opened on November 12, 2015, with an initial proposal and the setting of ground rules for negotiations. The Local started off with a fairly large bargaining committee in an effort to be as inclusive as possible as it sought to negotiate an agreement covering all crafts and departments at the Playhouse. There are three separate theatres and two additional performance spaces, along with a full scene shop and metal shop, paint shop, prop shop, and costume shop all located on the campus of the University of California, San Diego.

Trustee Cota noted that he has negotiated many first-time agreements over the years, but this was definitely one of the most complicated due to a number of outside factors, which took some time to address but were resolved favorably.

The Local's newly negotiated agreement is wall-to-wall in scope, covering all departments and crafts, with the exception of employees represented by another union. Every person on the technical staff is now represented and under IATSE agreement. There are nearly ninety total workers covered under the new IATSE contract.

Trustee Cota discussed some of the features of the new collective bargaining agreement, including:

- Hiring and Employment language;
- Established clear Hours and Working conditions with four hour minimum calls and half our increments that didn't exist previously;
- Night time premiums for hours worked between Midnight and 7:00 a.m.;
- Holiday Pay with two additional Holidays bargained in;
- Rest periods and 7th day premiums;

- Show call provision;
- Costume fees;
- Between 11% and 46% increases in hourly wages; a newly established "Head of Department" rate of $25.50 per hour across all departments; significant wage increases in the second and third year of the contract;
- The establishment of a Labor Management Cooperation Committee which will meet quarterly to give bargaining unit members a voice in their workplace.

Special attention was placed on workplace safety as the result of serious accidents in the past. The Local insured the placement of bargaining unit members on the La Jolla Playhouse Safety Committee so that they can work to develop safe work practices. In addition, new educational opportunities will be offered through the Local and the IATSE Training Trust. The first scheduled class at the Playhouse will be the IATSE OSHA 10 course, scheduled to be held on February 13-14, 2017.

Trustee Cota stated that he was extremely happy with the finished agreement and the relationship the Local is building with management. The agreement is a game changer in the San Diego market and will lead to increased opportunities for each of the IATSE Locals in the area.

Trustee Cota thanked Representative Peter Marley, Local 122 Business Agent Paul McDonnell, Secretary-Treasurer Rachel Eves, Assistant Business Agent Richard Disbrow, Vice President Greg Sowizdrzal, Local 706 Assistant Business Representative Randy Sayer, Local 122 Attorney Bob Giolito, and Lead organizers Michael Lowe, Kyle Ahlquist, Jenny Fajerman.

Assistant Business Agent Disbrow thanked President Loeb for assigning Representative Marley to help with the bargaining, and thanked the Local's office staff for putting in extra hours and answering many questions from the bargaining unit.

Secretary-Treasurer Eaves talked about how important the La Jolla Playhouse has been to her life. Previously, low wages at the Playhouse coupled with the high cost of living forced her to work at other venues. She recounted the many hours she spent talking to fellow workers about how important and valuable they were and how, together, they could stand up to management.

President Loeb congratulated everyone involved in this effort, remarking on the importance of organizing the Playhouse and providing wage equity to the workers at the theatre. Organizing the Playhouse has resulted in a huge increase in members for Local 122. This growth only makes them stronger as a Local. President Loeb thanked the workers in the bargaining unit for stepping up and fighting for what is right.

PRESIDENT LOEB: Microphone 2.

DELEGATE RICHARD DISBROW, Local 122: Thank you, Mr. President. I am Richard Disbrow, Business Agent of Local 122, San Diego. On behalf of our membership and the 80-plus new members who organized the LaJolla Playhouse, we thank you, Mr. President, and Secretary Wood for the support during the organizing campaign in assigning International Representatives Marley and Cota.

After a year of negotiations, we successfully signed a collective bargaining agreement with 26 percent wage increases, benefits, safer working conditions, and wage parity for our brothers and sisters working the departments of Wardrobe, Costumes, Crafts, Hair, and Makeup.

*(Applause)*

Just last week, the crew shut the truck doors on the first show built under the new collective bargaining agreement. That show is headed to Broadway and, for the first time in the history of LaJolla Playhouse, it will arrive with an IA bug on it. Thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thank you. Congratulations.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Local 210, Edmonton, AB, Re: Oilers Entertainment Group" (Gavel)

## LOCAL 210, EDMONTON, AB

**Re: Oilers Entertainment Group**

International Vice President and Director of Canadian Affairs John Lewis, International Representative James Brett and Local 210 Business Agent Peter Gerrie reported to the General Executive Board on Local 210's efforts to secure a first collective

agreement with Rogers Place Arena in Edmonton, Alberta.

Representative Brett explained that Rogers Place Arena is a multi-use arena and new home of the Edmonton Oilers NHL hockey franchise. It has seating for over 18,000 for hockey and over 20,000 for concerts. In addition, there is a 1,000 seat community ice rink as well as 24,000 square foot of programmable space and a programmable plaza area for various other types of events.

After building relationships throughout the construction of the arena, Local 210 was able to capitalize on those relationships to settle a first collective agreement with the ownership group of the Rogers Place Arena. However, prior to the signing of the collective agreement, a disagreement arose between the parties relating to the payroll calculation process. As a result, the contract remained unsigned. The Local then filed an application for certification with the Alberta Labour Relations Board. The filing of that application facilitated the signing of the collective agreement. The Local has since filed a grievance relating the payroll calculation issue which is in the process of being litigated.

President Loeb commended Local 210 on its efforts to secure a first collective agreement and advocacy on behalf of its members through the grievance arbitration process.

"Local 411, Mississauga, ON, Re: Canadian Media Producers Association (CMPA)" (Gavel)

## LOCAL 411, MISSISSAUGA, ON

**Re: Canadian Media Producers Association (CMPA)**

International Vice President and Director of Canadian Affairs John Lewis and Local 411 Business Agent Chandra-Li Paul reported to the General Executive Board on Local 411's recent success in negotiating a two-year renewal agreement for craft service and honeywagon operators.

Vice President Lewis explained that Local 411's membership consists of production coordinators, first and second assistant coordinators, craft service personnel and honeywagon operators. The production coordinators work under promulgated agreements while the craft service and honeywagon operators work under a term agreement with the Canadian Media Producers Association which is adhered to by Canadian and United States producers shooting in Ontario.

Highlights of the renewal agreement include a 2% wage increases in each year as well as improved language relating to daily and weekend turnaround and meal penalties. The renewal agreement was overwhelmingly ratified by the membership.

President Loeb congratulated Local 411 on its success in settling a renewal agreement for craft service and honeywagon operators.

"Local 482, Champaign-Urbana, IL, Re: Champaign-Urbana Park District"

## LOCAL 482, CHAMPAIGN-URBANA, IL

**Re: Champaign-Urbana Park District**

International Vice President Craig Carlson appeared before the Board to report on Local 482's contract negotiations with Champaign Park District.

On May 2, 2016, Local 482 requested President Loeb's help with negotiations for a new contract with Champaign Park District's Virginia Theatre. Local 482 also has a Collective Bargaining Agreement (CBA) which covers work at ADM Arena in Decatur, another for the University of Illinois covering their entire campus, including The State Farm Center Arena and Krannert Center for the Performing Arts and a CBA covering The David S. Palmer Arena in Danville, Illinois.

When it opened in 1921, the Virginia Theatre presented live performances of vaudeville acts, dance, silent movies and acting troupes. RKO bought the Virginia Theatre in the 1930's and sold it to the George Kerasotes Corporation in the 1960's where it was used largely as a movie house until Champaign's Park District bought and renovated it in January 2000. The theatre was added to the National Register of Historic Places in 2003.

Today, The Virginia Theatre presents community events, orchestras, concerts, ballet, musicals and community theatre. One weekend a month, movie reel classics are run from an old carbon arc projector onto a 56-foot wide screen. A local radio station also sponsors movie nights there, aptly named "Reel Deals", where they show new release feature films for $3 a seat.

Every April, since 1999, the theatre hosts "Ebertfest" which is a film festival founded by Pulitzer Prize winning and world-renowned movie critic Roger Ebert. Following Ebert's death in 2013, organizers raised $125,000 and built a life-size bronze statue of him.

After several long bargaining sessions in Champaign, the parties reached an agreement that includes annual wage increases, full-time salaried positions, and a preservation of craft jurisdiction. Local 482 unanimously ratified the agreement.

Vice President Carlson thanked President Loeb for his leadership, guidance and support in getting this agreement on behalf of Local 482. President Loeb remarked that with the assistance of Vice President Carlson, Local 482 set goals and achieved all of them. He congratulated the Local on a great contract.

PRESIDENT LOEB: Microphone 7.

DELEGATE ANDREW HALL, Local 482: Andrew Hall, Local 482. Mr. President, like a lot of smaller Locals, Local 482 has collective bargaining agreements with much larger employers that can leverage far more resources in negotiations than we can match. But we've always been able to ask and we've always received your support when things get tough.

In this case against a venue controlled by a Local government and against Local government politicians who were ideologically anti-labor, in this case, Mr. President, you were there again for us. You appointed Vice President Carlson to support us, and we not only didn't lose protected positions in the venue, we added to them.

Thank you, Mr. President, and thank you, Vice President Carlson, for your leadership and support.

*(Applause)*

PRESIDENT LOEB: (Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Local 634, Northern ON, Re: Organizing Activities" (Gavel)

## LOCAL 634, NORTHERN ONTARIO

**Re: Organizing Activities**

International Vice President and Director of Canadian Affairs John Lewis, International Representative Peter DaPrato and Assistant to the International President Sean McGuire presented an update to the General Executive Board on the efforts of the Canadian Office and IATSE Local 634 (Sudbury) to organize the motion picture industry in Northern Ontario.

Representative DaPrato explained that 2016 was an outstanding year for Northern Ontario, seeing six IATSE projects total $57.6 million in production and a membership of twenty-four grow to over two-hundred. It appears that 2017 is shaping up to be another busy year, with a Netflix production already confirmed and another two in negotiations. As a result, Local 634 is well on its way to becoming financially self-sufficient. It is also in the process of investigating the prospect of establishing a health plan, health spending account and life insurance plan for members.

Representative DaPrato also explained that IATSE Locals 411, 634, 667 and 873, in conjunction with the Directors Guild of Canada, ACTRA, William F. White, Clairmont Camera and Cooper Equipment hosted a two-day Northern Ontario Training Symposium in Sudbury, Ontario during Sudbury's local film festival, CINEFEST in September of 2016. The event provided an opportunity for the Northern Ontario Heritage Fund Corporation (NOHFC), politicians, media, producers and the general public to meet and talk with film technicians working the twenty-four booths representing all departments required to make a motion picture. It also provided an opportunity for attendees to view some of the training IATSE has provided to its Northern Ontario members.

President Loeb applauded the continued efforts of the Canadian Office and Local 634 in Northern Ontario to both grow the Local's membership and secure quality work opportunities for those members.

"Local 667, Eastern Canada" (Gavel)

## LOCAL 667, EASTERN CANADA

IATSE Local 667 Business Agent David Rumley and Local 667 Treasurer Ari Magder presented General Secretary-Treasurer James B. Wood with a Local 667 lapel pin recognizing his twenty-five years of membership in the Local.

President Loeb, the General Executive Board and local attendees in the gallery joined in congratulating General Secretary-Treasurer Wood with a standing ovation on his membership milestone.

"Local No. 868, Washington, DC, Re: Strathmore CBA" (Gavel)

## LOCAL NO. 868, WASHINGTON, D.C.

**Re: Strathmore CBA**

Political/Legislative Director J. Walter Cahill, along with Local 868 Business Agent Anita Wilkinson, Secretary Anne Vantine and member and 2nd Assistant

Treasurer at Strathmore Jeffrey Higgins updated the Board on the Local's protracted, first-contract negotiations with Strathmore. They were pleased to report that after eighteen months, the parties reached a collective bargaining agreement covering ticket sellers. The contract resulted in jurisdictional gains, job protection, and first time healthcare, annuity, vacation and sick-leave for workers.

The Local extended heartfelt appreciation to Maryland State Senator Roger Manno, Montgomery County Council Member Tom Hucker, Local 868 counsel Keith Boleck, Strathmore Treasurer Chad Sands, Strathmore 1st Assistant Treasurer Christian Simmelink, Locals 22 and 772, ATPAM, DC Metro Labor Council, Northern VA Labor Federation and Communications Director Emily Tao and Director Cahill.

The presenters especially thanked President Loeb and the IATSE Defense Fund Committee for their stalwart support, nothing that they would not have been successful without them. Sisters Vantine and Wilkinson also expressed appreciation for the Officers Institute which gave them the knowledge and skills to organize Strathmore.

While acknowledging that it took eighteen months from beginning to first contract, President Loeb noted that this is a great success story, none of which would have been possible without the Local's solidarity and the leadership of Sisters Vantine and Wilkinson. He observed that he was particularly impressed with the bargaining unit, including Brother Higgins. He expressed his great satisfaction that the Local is actively organizing. President Loeb observed that Strathmore is one example of assistance provided by the Defense Fund. He congratulated the Local on a job very well done.

"Local 873, Toronto, ON, Re: Training Facility" (Gavel)

## LOCAL 873, TORONTO, ON

**Re: Training Facility**

IATSE Local 873 President Wayne Goodchild and Business Agent Monty Montgomerie reported to the General Executive Board on the recent grand opening of the Local 873 offices and training centre in Toronto.

They presented a video detailing the nature and extent of the Local 873's new facility which includes administrative offices and an extensive training facility that now provides a full range of training programs for members. Since the grand opening, the Local has seen a dramatic increase in the number member training hours. The Local's website was also enhanced to support online registration and payment options for members. This has made it easier for members to identify and register for training opportunities. In an effort to qualify for government training grants, the Local applied for and received provincial training delivery agent status. The Local also incorporated a separate training trust and corporation to facilitate, among other things, the receipt of government training grants and employer training contributions.

President Loeb congratulated Local 873 on the opening of its new offices and training facility. President Loeb advised the Local he looks forward to visiting the new facility in the near future.

"Retirement of International Representative Barny Haines"

## RETIREMENT OF INTERNATIONAL REPRESENTATIVE BARNY HAINES

International Representative Barny Haines addressed the General Executive Board on his recent retirement after twenty years as an International Representative. Representative Haines gave specific thanks to President Loeb, General Secretary-Treasurer Wood, Vice President and Director of Canadian Affairs John Lewis and all International staff and representatives for their support throughout his career with the International.

President Loeb congratulated Representative Haines on his successful career with IATSE, thanked him for his unwavering service and commitment to the IATSE membership and wished him a long and healthy retirement.

At the conclusion of Representative Haines' remarks, the General Executive Board, International staff and IATSE members in attendance in the gallery gave Haines a standing ovation.

PRESIDENT LOEB: Microphone 7.

DELEGATE BRENT LETAIN, Local 63: Mr. President, Brent Letain, Local 63, mixed, Winnipeg, Manitoba.

As a member of Local 63, Barny started as a Stagehand, became the BA, and then Secretary-Treasurer of District 12. Then he became an International Rep where, for 20 years, he began to work tirelessly for the union – the union cause and took on all assignments with vigor and worked for every member. As a Rep, he managed to secure many

contracts and agreements for Western Canada as well as other jurisdictions.

He will be missed. But on behalf of myself, Local 63, District 12, and District 11, I would like to thank Barny for his years of service. He truly was 150 percent. Thank you.

PRESIDENT LOEB: Thank you.

*(Standing ovation)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Retirement of International Vice President Anthony DePaulo"

## RETIREMENT OF INTERNATIONAL VICE PRESIDENT ANTHONY DEPAULO

In heartfelt remarks, Vice President Anthony DePaulo announced his retirement from the Board. He recalled that he began his career in 1975 in the property department at the Metropolitan Opera. Five years later, he was initiated into Local One and the IATSE. He was first elected to office in the Local in 1988 and became Business Manager in 1996. He noted that in 1975, he could not have imagined that he would be attending his tenth International Convention (in 2017), would have served the International as a representative and Co-Director of Stagecraft Department and would one day sit on the Board of the IATSE as a Vice President, a position he has held for fifteen years.

He expressed his profound appreciation to past and present International Officers with whom he served; International President Matthew D. Loeb, General Secretary-Treasurer James B. Wood, International President Emeritus Thomas C. Short, Retired International Vice Presidents Michael Sullivan and Brian Lawlor, Vice President Daniel Di Tolla, International Trustee Patricia A. White, Assistant Department Directors Daniel Mahoney and Joseph Hartnett; past and present members and officers of Local One, including Louis Edson, Edward "Eddie" McConway, Ronald "Ronnie" Vitelli, Richard "Dick" Nimmo, Raleigh Banks, Robert "Bobby" McDonald; International General Counsels Harold P. and Steven B. Spivak, Dale S. Short and Samantha Dulaney. He thanked everyone for their support and said that while he will be around and available for the next year or so, the time has come for him to retire from the Board.

After a sustained ovation and hearty applause from everyone in attendance, President Loeb observed that Vice President DePaulo is a proud member of the IATSE and is "union to the core," always thinking of the members first and foremost. He noted that Vice President DePaulo's relationships in the Broadway and larger legitimate theatre community with members, other unions and guilds, theatre owners and employees, producers, etc., are unparalleled and the International is indebted to his commitment for propelling us to our present position in live theatre. He noted further Vice President DePaulo's service as Chair of the Canadian Caucus. President Loeb stated that Vice President DePaulo's leadership, credibility, and thoughtfulness have kept the International ahead of or on par with all players in the legitimate theatre industry. In closing, President Loeb said, "Tony, you've done a great job for the Alliance and we owe you a debt of gratitude."

At the conclusion of President Loeb's remarks, the attendees again honored Vice President DePaulo—now retired—with another sustained ovation.

PRESIDENT LOEB: Microphone 2.

DELEGATE PAUL DEAN, LOCAL ONE: President Loeb, General Secretary Wood, members of the General Executive Board, I just want to say, Anthony M. DePaulo, I want to wish him well on his retirement. I had the opportunity to work with Anthony on the back of the trucks, to the gridiron, to the negotiation tables. Tony's been there for Local One, in the forefront, on every charge that we ever had.

President Loeb, I thank you for appointing him on our negotiations, when we had fights with management and we were ready for a lockout. I can't say enough about it.

Tony, I wish you well on your retirement. Thank you.

PRESIDENT LOEB: Thank you, Paul.

*(Standing ovation)*

Microphone No. 1.

INTERNATIONAL TRUSTEE WHITE: Mr. President, Patricia White, International Trustee. If you were an IA Local in a difficult negotiation and needed a person who can see where a deal is likely to land and can help you get there quickly; if you were new to Broadway and needed someone to show you around and introduce you to absolutely everybody, the General

Managers, the other union reps, the bartenders at Sardi's –

*(Laughter)*

– if you were sitting at boring industry function and needed your dinner partner to make you laugh; if you were looking for a true union leader who doesn't get angry very often, who always tells the truth, who treats everyone with respect, is patient and friendly and kind and funny and smart; if you needed a person who was all of those things, you couldn't do better than my friend Tony DePaulo.

*(Applause)*

Tony has personified solidarity, from the very first day I met him in a labor history class in Cornell, a long time ago.

Tony, I am really going to miss you, so will everybody, I suspect, in the New York Stage Locals and everybody here. Have a wonderful retirement, and thank you.

*(Standing ovation)*

PRESIDENT LOEB: Microphone 3.

DELEGATE DAVID J. HARTNETT, JR., Local 862: Mr. President, Joe Hartnett, Local 862.

Tony, you have been such – not only a great coworker now that I work with you in the office – but you have been such a great friend. As Pat said, lately, since I came to the General Office, you were the one who took me around to the Broadway theaters and introduced me to everyone. You're like the Lord Mayor of Broadway.

*(Laughter)*

And we'd just be walking down the street and people are stopping and talking to you, and it's because you're such a great man. And I want to thank you for everything that you have done for me and I greatly appreciate it. Thank you, Tony.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE JAMES BRETT, Local 63: Jim Brett, Local 63, Winnipeg, Manitoba. Just want to take this opportunity to thank Retired Vice President Tony DePaulo for his service, his dedication and hard work, especially in his role as the Chair of the Canadian Caucus for the last many years.

Tony, we'll miss you very much. Hope to see you, though. Thank you.

*(Applause)*

PRESIDENT LOEB: Thanks, Jim.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Election of International Vice President James J. Claffey, Jr."

## ELECTION OF INTERNATIONAL VICE PRESIDENT JAMES J. CLAFFEY, JR.

James. J. Claffey, Jr., President of Local No. One was elected unanimously to the open seat on the General Executive Board, which resulted from Vice President DePaulo stepping down from the Board. Brother Claffey has been an elected officer in Local One for 21 years, first serving as Chairman of the Board of Trustees, then Business Agent and currently as Local One President for the past 13 years. He began his career as a stagehand at City Center/ The 55th Street Dance Theater. Brother Claffey has represented the members of Local One with honor and professionalism. He has also readily assisted other IATSE local unions, particularly those with representation on Broadway and other live entertainment venues in New York where Local One has jurisdiction. Brother Claffey is married to Stephanie Simon and is the father of three children Bailey, Michael, and Madeline. His father, James J. Claffey, Sr. and five brothers are also members of Local One.

PRESIDENT LOEB: Microphone 2.

DELEGATE ADAM M. BRAUNSTEIN, Local One: Mr. President, Adam Braunstein, Vice President, Local One. The entire membership of Local One would like to thank you and the General Executive Board for voting James J. Claffey, Jr., who we consider our finest leader, to be part of the leadership of the organization that we consider the finest. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thanks, Adam.

Microphone 2.

DELEGATE JAMES J. CLAFFEY, SR., Local One: Mr. President, James J. Claffey, Sr., Local One, retired Stagehand and father of International Vice President James J. Claffey, Jr.

I don't believe I've ever seen my son nervous, but I think he is right now.

*(Laughter)*

I thought this was an opportunity I would never have again, and I wanted to thank you for making me as proud as proud can be. I love Local One, I love the International, and all the friends who have become family. Thank you, Mr. President.

*(Standing ovation)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Adjournment" (Gavel)

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 10:15 a.m. on Friday, February 3, 2017.

"Report of the Defense Fund Committee Held at Le Meridien New Orleans, New Orleans, Louisiana, January 31st, 2017" (Gavel)

# REPORT OF THE DEFENSE FUND COMMITTEE

## HELD AT THE LE MERIDIEN NEW ORLEANS NEW ORLEANS, LA JANUARY 31, 2017

Since the last meeting of the Defense Fund Committee in San Francisco, CA on July 19, 2016 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 13, Minneapolis-St. Cloud-Little Falls-Brainerd - St. John's University-College of St. Benedict-St. Paul, MN, Varsity Theater Organizing / Vikings Stadium – Legal ..... $1,540.00

Local No. 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA, Rhino NW, and PSAV Organizing – Legal ..... 38,419.00

Local No. 28, Portland-Salem, OR, Convention Center AV Petition – Legal ..... 2,409.10

Local No. 56, Montreal, QC, Solotech Organizing – Legal ..... 13,321.74

Local No. 58, Toronto, ON, PSAV – Legal.. 2,904.14

Local No. 63, Winnipeg, MB, Collective Agreement/Prairie Theatre-Amalgamation of Certificates – Legal ..... 22,263.83

Local No. 129, Hamilton-Brantford, ON, Theatre Aquarius – Legal..... 2,623.59

Local No. 153, El Paso, TX-Las Cruces, NM, SMG – Legal..... 630.00

Local No. 154, Ashland, OR, Oregon Shakespeare Festival – Legal ..... 989.70

Local No. 158, Fresno-Modesto-Stockton, SMG – Legal ..... 16,617.26

Local No. 168, Vancouver Island, BC, Tidemark Theatre – Legal..... 2,822.63

Local No. 205, Austin, TX, Zach Organizing – Legal ..... 390.00

Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/ Ste-Foy – Legal..... 24,671.08

Local No. 336, Phoenix-Prescott, AZ, KRO Revisions – Legal ..... 12,972.97

Local No. 500, South Florida, Kravis Center – Legal..... 721.50

Local No. 523, Quebec, QC, Center Videotron/Collective Agreement – Legal..... 14,044.34

Local No. 757, Detroit, MI, Michigan Opera – Legal..... 1,217.00

Local No. 788, Rochester, NY,
Rochester Rhinos Soccer – Legal ..... 3,422.50

Local No. 868, Washington, DC,
Strathmore – Legal ..... 33,990.58

Local No. B-20, Portland, OR,
Portland Expo Ticket Sellers – Legal ..... 1,014.60

**SUB TOTAL : ..... $196,985.56**

INTERNATIONAL
IATSE – Crew One/Live Nation
Crew One Campaign – Legal ..... 23,386.01

IATSE – Basic Agreement – Legal ..... 7,218.75

IATSE – AQTIS – Jurisdictional Dispute –
Legal..... 16,072.65

IATSE – Golf Channel, Nu Image, Inc.,
Zaffina, PAC 12, Misc. – Legal ..... 17,118.72

IATSE – Oregon Shakespeare
Festival – Legal..... 6,512.40

IATSE – TRO – Legal..... 25,659.56

**SUB TOTAL : ..... $95,968.09**

LOBBYING AND CONSULTING
Thorsen French Advocacy ..... 31,227.43

**SUB TOTAL : ..... $31,227.43**

EDUCATION

LEAP Reimbursements to Locals/Officers16,893.71

Misc. Training/InfoComm/Instructors.... 202,665.31

Young Workers Conference ..... 2,585.20

**SUB TOTAL : ..... $222,144.22**

**GRAND TOTAL : ..... $546,325.30**

Respectfully Submitted,
s/Matthew D. Loeb
s/Anthony DePaulo
s/Daniel Di Tolla
s/Colleen A. Glynn
s/John M. Lewis

"Report of the General Executive Board Meeting" –

PRESIDENT LOEB: Oh, I'm sorry. Microphone 7.

DELEGATE PEBBLES RAPP, Local 158: Mr. President, my name is Pebbles Rapp, and I am the Business Agent for Local 158. I would like to thank you to assign – for assigning International Rep Peter Marley to our Local for the help of me in my term of my Business Agent. He has done nothing by taught me how to handle a lot of grievances and stuff, which I feel is the most important thing in being a Business Agent. Through that, I am now halfway through my second term and am just now starting to sit down with the employers by myself, without Peter Marley there with me, to represent these grievances.

I wanted to thank you very much, to let you know, in the last couple of weeks that I sat down with one of the employers with SMG – there's two of them in Fresno that have been very tough to deal with. But recently, I got to go into that meeting by myself and know that, with the Defense Fund being behind us, that I could actually sit there and represent this union to its fullest, knowing that, as much as they tried to not go to arbitration, I got to sit there and represent our Local union and stand up for them and tell them that, yes, we would like to move forward.

But I could not have done that without your support through the Defense Fund. So I thank you, Peter Marley, for everything that you guys have done for us.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Report of the General Executive Board Meeting held at Tommy Douglas Conference Center, Silver Spring, Maryland, April 18, 2017" (Gavel)

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT TOMMY DOUGLAS CONFERENCE CENTER SILVER SPRING, MARYLAND APRIL 18, 2017**

"Call to Order" (Gavel)

## CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 8:30 a.m. on Tuesday, April 18, 2017 at the Tommy Douglas Conference Center in Silver Spring, Maryland.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
THOM DAVIS, Second Vice President
DAMIAN PETTI, Third Vice President
MICHAEL F. MILLER, JR., Fourth Vice President and Director of Motion Picture and Television Production
DANIEL E. DI TOLLA, Fifth Vice President and Co-Director of Stagecraft Department
JOHN R. FORD, Sixth Vice President
JOHN M. LEWIS, Seventh Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eighth Vice President
WILLIAM E. GEARNS, Ninth Vice President and Director of Tradeshow and Display Work
PHIL LOCICERO, Tenth Vice President
C. FAYE HARPER, Eleventh Vice President
COLLEEN GLYNN, Twelfth Vice President
JAMES J. CLAFFEY, Jr., Thirteenth Vice President

In addition to the members of the Board, present for a part of the meeting were International Trustee and Education and Training Department Director Patricia A. White and Assistant Department Director of Education Robyn Cavanagh.

"IATSE Education and Training Department" (Gavel)

## IATSE EDUCATION AND TRAINING DEPARTMENT

The first item before the Board concerned several general Convention-preparation issues. President Loeb invited Directors White and Cavanagh into the meeting to brief the Board on that week's upcoming staff training, as well as the training and education sessions proposed for the 68th Quadrennial Convention. The Board accepted Directors White and Cavanagh's interim report and President Loeb excused them from the meeting.

"Appeal of Anthony Tortorice, Sr., X-5063-16" (Gavel)

## APPEAL OF ANTHONY TORTORICE, SR. X-5063-16

The Board next considered the appeal of Anthony Tortorice, Sr. (X5063-16). Except for President Loeb, General Secretary-Treasurer Wood and Vice President Barnes, the Board had received previously the entire record on appeal on April 3, 2017. President Loeb, General Secretary-Treasurer Wood and Vice President Barnes recused themselves from the deliberations. Vice President Davis chaired this portion of the meeting. Those Vice Presidents who reviewed the appeal voted to affirm the decision of the International President. It was determined that General Counsel Samantha Dulaney would advise Brother Tortorice of the Board's decision.

"Convention Planning" (Gavel)

## CONVENTION PLANNING

President Loeb, General Secretary-Treasurer Wood and Vice President Barnes were invited back into the meeting with President Loeb resuming the Chair. The Board next addressed Convention-planning matters of particular pertinence to the GEB.

"Personnel Matters" (Gavel)

## PERSONNEL MATTERS

Finally, pursuant to Article Twelve, Section 2(a) of the International Constitution, President Loeb advised that he had appointed Special Representative Stasia Savage as an International Representative. Accordingly, the Board approved Representative Savage's salary as required by Article Twelve, Section 2(b) of the International Constitution.

"Adjournment" (Gavel)

## ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 9:00 a.m.

"Report of the General Executive Board Meeting Held at IATSE General Office, New York, New York, June 6th, 2017" (Gavel)

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT IATSE GENERAL OFFICE**
**NEW YORK, NEW YORK**
**JUNE 6, 2017**

"Call to Order" (Gavel)

## CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:30 a.m. on Tuesday, June 6, 2017 in the Timothy Magee Boardroom at the IATSE General Office in New York, New York.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President (via Conference Call)
THOM DAVIS, Second Vice President (via Conference Call)
DAMIAN PETTI, Third Vice President (via Conference Call)
MICHAEL F. MILLER, JR., Fourth Vice President and Department Director of Motion Picture and Television Production (via Conference Call)
DANIEL E. DI TOLLA, Fifth Vice President and Co-Director of Stagecraft Department (via Conference call)
JOHN R. FORD, Sixth Vice President
JOHN M. LEWIS, Seventh Vice President and Director of Canadian Affairs (via Conference Call)
CRAIG P. CARLSON, Eighth Vice President (via Conference Call)
WILLIAM E. GEARNS, Ninth Vice President and Department Director of Tradeshow and Display Work (via Conference Call)
PHIL LOCICERO, Tenth Vice President (via Conference Call)
C. FAYE HARPER, Eleventh Vice President (via Conference Call)
COLLEEN GLYNN, Twelfth Vice President (via Conference Call)
JAMES J. CLAFFEY, Jr., Thirteenth Vice President (via Conference Call)

In addition to the members of the Board, General Counsel Samantha Dulaney and Department Director of Communications Emily Tao were in attendance.

"Resignations of Thomas J. Cleary, International Trustee, and Kelly Moon, Canadian Labour Congress Delegate"

## RESIGNATIONS OF THOMAS J. CLEARY, INTERNATIONAL TRUSTEE and KELLY MOON, CANADIAN LABOUR CONGRESS DELEGATE

President Loeb advised the Board that on May 6, 2017, Kelly Moon resigned as Delegate to the Canadian Labour Congress ("CLC") and on May 11, 2017, Thomas J. Cleary resigned as International Trustee. President Loeb, General Secretary-Treasurer Wood and the Board expressed their appreciation to Brother Cleary and to Sister Moon for their dedicated and faithful service to the International.

PRESIDENT LOEB: Microphone 4.

DELEGATE JULIA NEVILLE, Local 891: Mr. President, it's Julia Neville, Local 891. This is my sixth International Convention and my first time speaking from the floor.

*(Applause)*

In the 20 years I've known Kelly Moon, we've bargained many local agreements together; and I can attest to her unwavering determination and tenacity. For those of you that know Kelly through her work as 891 Senior Steward, you've seen that no fight is too daunting for Kelly when representing 891 members.

Her role as CLC Delegate for the IATSE has been a source of great pride and inspiration for her; and Kelly has always held our trade union principles dear. Please join me in thanking Sister Kelly Moon for her ten years of service as CLC Delegate.

*(Standing ovation)*

PRESIDENT LOEB: Microphone 7.

DELEGATE KELLY KERINS, Local 2: Mr. President, Kelly Kerins, Chicago. I'd just like to acknowledge all the years of service Thomas Cleary gave to the International as an International Trustee. Thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thanks, Kelly.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Election of Andrew Oyaas, International Trustee" (Gavel)

**ELECTION OF ANDREW OYAAS, INTERNATIONAL TRUSTEE**

Noting the resignations, President Loeb observed that the next items on the agenda concerned filling the vacancies in the Trustee and CLC Delegate positions, pursuant to Article Eleven of the International Constitution. To that end, the name of Andrew Oyaas was placed in nomination for International Trustee. President Loeb advised that Brother Oyaas has been a member of the IATSE since 1983, currently serving as Secretary-Treasurer of IATSE Local 491, representing film and television technicians in North Carolina, South Carolina, and Savannah, Georgia. Since 2008, Brother Oyaas has served as Secretary to District Seven, covering Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi and Louisiana. President Loeb remarked that in 1999, Brother Oyaas developed a local union Agreement Compliance Audit Program, which has been very successful. He observed that Brother Oyaas' excellent auditing and mathematics abilities make him a natural choice as Trustee. Vice Presidents Michael Miller and John Ford also spoke highly of Brother Oyaas' auditing skills. The Board unanimously elected Brother Oyaas as International Trustee.

"Election of Siobhan Vipond, Canadian Labour Congress Delegate" (Gavel)

**ELECTION OF SIOBHAN VIPOND, CANADIAN LABOUR CONGRESS DELEGATE**

To fill the vacancy occasioned by Sister Moon's resignation, President Loeb recommended Siobhan Vipond. He advised that Sister Vipond has been a member of IATSE Local 210, representing stage and film technicians in Edmonton, Alberta, since 2001. He observed that Sister Vipond is an extremely active and dedicated trade unionist representing Local 210 as well as serving as Secretary-Treasurer of the Alberta Federation of Labour, to which she was elected in 2013. Sister Vipond is also strongly committed to women's issues and politics. Vice Presidents John Lewis and Damian Petti added that Sister Vipond has strong leadership skills; an architype to represent the International in the CLC. The Board unanimously elected Sister Vipond as CLC Delegate.

Brother Oyaas and Sister Vipond were invited into the meeting and advised of the Board's actions. They thanked President Loeb, General Secretary-Treasurer Wood and the Board for their consideration. President Loeb administered the oaths of office. Sister Vipond and Brother Oyaas immediately took up their positions as International Officers.

"Adjournment" (Gavel)

**ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 11:00 a.m.

PRESIDENT LOEB: We're on the home stretch, folks. Book 3.

Go ahead.

**REPORT OF THE GENERAL EXECUTIVE BOARD MEETINGS**
**Book 3**

*...Reading Clerks Holtgrewe and O'Hern read the following:*

"Report of the General Executive Board Meeting Held at The Diplomat Resort, Hollywood, Florida, July 10-14, 2017"

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE DIPLOMAT RESORT**
**HOLLYWOOD, FLORIDA**
**JULY 10 - 14, 2017**

"Call to Order" (Gavel)

## CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, July 10, 2017 in the Diplomat Ballrooms 1, 2 & 3 of the Diplomat Hotel, Hollywood, Florida.

"Roll Call" (Gavel)

## ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
THOM DAVIS, Second Vice President
DAMIAN PETTI, Third Vice President
MICHAEL F. MILLER, JR., Fourth Vice President and Director of Motion Picture and Television Production
DANIEL E. DI TOLLA, Fifth Vice President and Co-Director of Stagecraft
JOHN R. FORD, Sixth Vice President
JOHN M. LEWIS, Seventh Vice President and Director of Canadian Affairs
CRAIG P. CARLSON, Eighth Vice President
WILLIAM E. GEARNS, JR., Ninth Vice President and Director of Tradeshow and Display Work
PHIL LOCICERO, Tenth Vice President
C. FAYE HARPER, Eleventh Vice President
COLLEEN GLYNN, Twelfth Vice President
JAMES J. CLAFFEY, JR., Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White; CLC Delegate Siobhan Vipond; Assistant to the President Sean McGuire; Director of Communications Emily Tao; Director of Broadcast Sandra England; Political/Legislative Director J. Walter Cahill, Assistant Political/Legislative Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Co-Director of Stagecraft Anthony DePaulo, Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, John Culleeny, Jamie Fry, Ron Garcia, David Garretson, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Lyle Trachtenberg, Jason Vergnano, and Retired Representative Barny Haines; Staff members Leslie Rosales, Asha Nandlal, Alejandra Tomais, Marcia Lewis, Melanie Ramdeo, Nate Richmond, MaryAnn Kelly and James Rainey, Jr.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 6, St. Louis, MO; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 17, Louisville-Frankfort-Danville, KY; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit, Pontiac, Mt. Clemens, Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 105, London-St. Thomas-Sarnia, ON; 115, Jacksonville-Tallahassee-Gainesville, FL; 122, San Diego, CA; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 311, Middletown-Newburgh-Kingston, NY; 329, Scranton-Pittston, PA; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 491, States of North/South Carolina-Savannah, GA; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 540, Baton Rouge, LA; 580, Windsor-Chatham, ON; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 680 Halifax-Dartmouth, NS/Saint John-Fredricton, NB; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los

Angeles, CA; 829, New York, NY; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B20, Portland, OR; B27, Cleveland.

"Host Locals" (Gavel)

## HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 161, 477, 500, 600, 700, 706, 798, 800 and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Hollywood, Florida. On behalf of the Host Locals, Local 500 Business Agent Terry McKenzie thanked the General Executive Board for the opportunity to host this meeting. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

"Introductions" (Gavel)

## INTRODUCTIONS

*James J. Claffey, Jr., International Vice President*

James J. Claffey, Jr. is the proud son of a Local One member James J. Claffey, Sr. and has five brothers that are all members of the Union. Claffey worked throughout the Local One jurisdiction since 1982 in venues including Radio City Music Hall, The City Center 55 Street Dance Theatre, Madison Square Garden, CBS -TV, ABC-TV and various Broadway Theaters. He is a graduate of both the Cornell University Labor Studies Certificate Program and the Program on Negotiation at Harvard Law School. President Claffey began his career as an Officer of Local One in 1996, serving as the Chairman of the Board of Trustees until 1998 at which time the membership elected him to the full time position of Theatrical Business Manager, an office he was then re-elected to in 2001. In May of 2004 Claffey was elected as President of Local One. He is the Chairman of Local One's Executive Board and all Committees of Local One, a Trustee and Co-Chairman of the Local One Pension, Welfare and Annuity Funds and Co-Chair of the Local One New York City Stagehands Political Action Committee. He also serves as an International Vice President of the IATSE, Chairman of IATSE District 10, a member of The Actors Fund Board of Trustees, The Advisory Board of Spotlight on Broadway, the Executive Board of NYC Boy Scouts of America, as well as a Vice President of the New York City Central Labor Council and a member of the New York State AFL-CIO Executive Committee.

*Stasia Savage, International Representative*

Stasia has been a member of the IA since 1997 and the Business Agent of Local 26 since 2006. She has led numerous successful organizing campaigns and guided the Local through the busy era of the Michigan film incentives. Stasia sits on the Board of Directors for the West Michigan Film Commission, the Kent-Ionia Labor Council Women's Caucus and co-chairs the Education Subcommittee of the IATSE Women's Committee.

*Andrew "Roo" Oyaas, International Trustee*

The IATSE General Executive Board unanimously elected Andrew "Roo" Oyaas to the position of International Trustee. A member of the IATSE since 1983, Oyaas serves as Secretary-Treasurer of IATSE Local 491, representing film and television technicians in North Carolina, South Carolina, and Savannah, Georgia. In 1999 he developed a local union Agreement Compliance Audit Program, which he currently runs for IATSE Local 491 and other local unions upon request. He has served as Secretary-Treasurer of District 7 since 2008. Oyaas will be joining Patricia White, Local 764, and Carlos Cota, Local 122, as an International Trustee.

"General Executive Board Meeting Minutes, Mid-Winter Meeting, January 30th – February 3rd, 2017-New Orleans, Louisiana; Special Meeting, April 18th, 2017, Silver Spring, Maryland; Special Meeting, June 6th, 2017, New York, New York" (Gavel)

## GENERAL EXECUTIVE BOARD MEETING MINUTES
## Mid-Winter Meeting – January 30 – February 3, 2017 – New Orleans, Louisiana
## Special Meeting - April 18, 2017 – Silver Spring, Maryland
## Special Meeting – June 6, 2017 – New York, New York

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in New Orleans, Louisiana, the week of January 30 – February 3, 2017. A Special meeting of the Board in Silver Spring, Maryland on April 18, 2017, and a Special meeting of the Board in New York, New York on June 6, 2017.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

"Report of the General Secretary-Treasurer" (Gavel)

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

*68th Quadrennial Convention Preparations*

General Secretary-Treasurer Wood began by noting that much of the focus the Finance Department staff since the last General Executive Board meeting in New Orleans has been on convention preparation. The behind the scenes work (that is often not recognized but is all too familiar to members of the IATSE) is performed by a dedicated group of staff members and specially assigned International Representatives. They have worked tirelessly over the past few months and especially the past few weeks to ensure that the delegates experience a well-organized and productive convention.

The first set of delegate packages was sent on April 20, 2017 to those local unions that had filed their first quarter report for 2017 and had purchased the first two quarters of 2017 per capita stamps. Throughout the following months, delegate credential packages have been sent to local unions as they satisfied their per capita and quarterly report filing requirements. As of the commencement of this General Executive Board meeting all but 26 of our 369 local unions were eligible to receive and had been sent their credential packages.

At the time of this report, the Finance Department had received duplicate credentials from 821 delegates carrying 1,321 votes from 248 local unions. The timely response of most of our local unions will enable the final registration process to be completed quickly once the convention registration office opens at 8:30 a.m. on Thursday July 13, 2017.

*Information Technology*

With the assistance of various Departments and our outside technology consultant, we are finalizing the IA Safety App, which will be available for iOS devices as well as Androids and will be described separately to the Board.

For the first time, the IATSE has a convention-specific website including all the pertinent convention information in one place (www.iatseconvention.com). The site includes travel and hotel information, a complete schedule of events, speaker bios, and much more. Beginning on July 13 (the day that delegate registration opens) a secure documents section will be available, which will allow the delegates who signed up for the paperless option to access certain convention documents online.

The IA has recently increased its cybersecurity to stay protected against all the malicious malware and ransomware attacks that are increasingly prevalent in the world today. We have implemented Cisco Umbrella. This service checks websites that are being visited for any potential security threats and redirects users to safe pages if threats are found, thus preventing any accidental infections in our office networks. New firewalls have also been purchased that will allow redundancy in both the NY and West Coast offices to prevent downtime if one firewall were to crash.

*Audited Financial Statements*

For the past number of weeks, the auditors have been in the General Office performing the April 30, 2017 year-end audit. The final audited statements have now been completed and will appear in the Report of the General Secretary-Treasurer booklet that all convention delegates will receive.

The change in net assets in the General Fund increased by $2,896,181 during the past fiscal year and the total assets of the Alliance now stand at $52,141,684. The unrestricted net assets in the Convention Transportation and Per Diem Fund were $6,379,322 at year-end and the unrestricted net assets in the Defense Fund now stand at $12,719,811.

These positive numbers are the result of continued growth within the Alliance, and a close watch on expenses.

The following noteworthy Finance Department updates were also reported to the Board:

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2017 royalty payments in the amount of $243,571 were received.

2. The International continues to charge for consultation responses for INS Visas. The present charge is $250 for regular service and $450 for a "rush" request, which must be processed within forty-eight hours. For the

year ended April 30, 2017, the International received $1,141,025 in consultation fees.

3. In keeping with President Loeb's goal of having the IATSE more engaged in the political process, and in support of one of the "Activism" Pillar of Success, the International once again sent a booklet entitled the *Directory of the 115th Congress* to every local union in the United States. The Directory contains contact information relating to all three branches of government as well as a substantial amount of additional information about legislators, including committee assignments and tips on how to effectively communicate with Congress.

A motion was made, seconded and passed to accept the report of the General Secretary-Treasurer.

"Report of the Board of Trustees" (Gavel)

## REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew Oyaas, and Patricia White presented the Report of the Board of Trustees for the period of October 1, 2016 through April 30, 2017 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York City on June 6-8, 2017 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their work.

"Appearance: IATSE Training Trust Fund" (Gavel)

## APPEARANCE: IATSE TRAINING TRUST FUND

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF), made an appearance before the General Executive Board accompanied by International Trustee and Director of Education and Training Patricia White, and International Representative Julia Neville to give an update and overview of TTF programs and initiatives. The report noted the launch of several new programs and the expansion of others.

The TTF has a new tracking service available to all Locals. Under the TTF's database, it can track the safety and skills courses offered by IATSE Locals. In past years, it was used only to track courses offered by the TTF. Now, the technology has added to the capacity for all Locals to use it to track their courses. The Trust can now record the universe of safety and skills trainings across the IATSE. Additionally, the Trust's signatory employers may review the universe of training opportunities that exist. Locals that send their course attendance lists with a brief description of the courses to the TTF can upload course completion data into their database. The records are then searchable by Locals sending information to the TTF tracker and signatory employers. Additionally, a calendar of safety and skills trainings by Locals being offered across the Alliance (by those that choose to share their schedules) can be viewed.

Executive Director Campos noted that Locals are currently applying to review and use the new sixteen-module Entertainment Safety curriculum developed for the TTF. The curriculum was designed to be used by all Locals and crafts. Locals can choose the modules they wish to use and teach. Steps for how to apply for the curriculum are available on the TTF website. Several examples of Locals using the curriculum were noted. TTF Trustee Ron Dahlquist taught the Electrical Safety module to Local 480. Local 480 also used the TTF curriculum when a motion picture employer requested a Hazard Communications course be taught for a group of workers on set. Local One has utilized the Biological Hazards module, Local 481 has used the Electrical Safety module, Local USA829 has used the Basic Safety module, Local 442 used the Basic Safety and Ergonomics modules and Local 85 used the Rigging Safety and Fall Protection and Prevention modules. To date, sixteen Locals and two Districts have requested copies of the curriculum for review.

The Trust is also embarking on two new projects related to this curriculum. The PowerPoint and instructor guide will be converted to a narrated PowerPoint course. Instructors may reply on assistance from a voice-over version of the PowerPoint for support with the course. Additionally, the Safety First! PowerPoint presentations are being converted to online safety courses, which can be taken by individuals. This means that any eligible IATSE worker from any Local in the United States or Canada can complete modules at their convenience and receive a certificate upon completion.

Director Campos also noted that the TTF offered its first "Train the Trainer Master Class" in Kansas City during May 2017. This course was offered to graduates of the initial "Train the Trainer—Teaching Techniques" course who wish to further develop a safety or skills training. Fourteen people from eleven Locals spent two and one-half days at the Master Class. They learned how to explain the abstract concepts of their safety or skills courses

that are under development. Participants developed various types of activities to demonstrate elements of their lesson plan. The next Master Class session is being held in September 2017 in Kansas City. Locals with trainers that have attended the Train the Trainer—Teaching Techniques course will receive a notice and application for the Master Class.

The TTF is still working diligently with Locals performing work under the IATSE Theatrical and Television Motion Picture Area Standards Agreement to ensure that members can take the online General Safety and Environmental Safety courses. In addition to these courses, the TTF is reaching out to safety directors at studios to confirm that the TTF will fund and arrange additional safety courses on set.

The TTF held a meeting with studio safety directors and company representatives earlier this year to talk about how the Trust supports and provides training. Employer representatives expressed a desire for the help and support of the TTF in setting up on-location safety courses for IATSE crews. They were impressed with the TTF safety curriculum and have requested reference sets of the curriculum for their offices.

Director Campos also provided a summary of some TTF statistics. The TTF offered, supported, tracked or otherwise played a role in a vast number of trainings during the first six months of 2017. Through June 15, 2017, these included 1,070 courses offered reaching nearly 7,400 workers with almost 47,000 cumulative hours of training. Since the founding of the TTF, it has offered, supported or otherwise been involved in over 1,613 courses reaching almost 19,000 workers with over 175,600 cumulative training hours.

The TTF continues to grow tremendously and it seeks to ensure that all Locals wishing to access the resources and programs that have been developed can do so. The TTF will have an information table at the 68th Convention. There, Delegates may view curriculum, learn more about how the Trust can support their training, apply for programs, ask questions and complete a survey. It was also announced that the Trust is available to make brief presentations at District meetings.

Those reporting thanked President Loeb, General Secretary-Treasurer Wood, the members of the Board, IATSE representatives and Locals for making training a priority and being supportive of the TTF's work. President Loeb commended the work of the TTF and its staff. The prominence of the Training Trust Fund has been a great achievement and brought skills and safety training to countless members of the Alliance regardless of their geographic area or craft. He noted that the Trust will continue to grow and will become a legacy of this Board and the International.

"Appearance: Local No. 632, New Jersey, Re: Arts Advocacy Day"

## APPEARANCE: LOCAL NO. 632, NEW JERSEY Re: Arts Advocacy Day

IATSE Local 632 President Kevin M. O'Brien, Local 632 Delegates Elizabeth Davis and Kathy Bogina, International Political and Legislative Director Walter Cahill, and Political and Legislative Assistant Director Erika Dinkel-Smith reported on their efforts to fight the Trump Administration's proposed cuts to the National Endowment for the Arts (NEA), the National Endowment for the Humanities (NEH), and the Public Broadcasting Service (PBS).

Brother O'Brien began his report by discussing the structure of the NEA, and the ways in which it funds arts programs throughout the United States either through direct funding or through the National Assembly of State Arts Agencies (NASAA). Through the NASAA and via direct funding, New Jersey receives approximately $2 million in funds from the NEA. In February 2017, the Trump Administration announced its plan to advocate for deep cuts to funding for the NEA, NEH, and PBS. O'Brien discussed efforts to fight back against these proposed cuts.

Brother O'Brien reported that an Arts Advocacy Day was held in Washington, D.C., from March 19-21, to lobby members of Congress to oppose proposed cuts to the NEA, NEH, and PBS. O'Brien reported that Local 632 sent him to Washington to take part in the event. He reached out to Director Cahill, who agreed to help facilitate their advocacy efforts. Prior to meeting with legislators, an advocacy training program was held for participants in the event. The training provided tips for effectively lobbying legislators. As part of the training, the New Jersey Delegation generated seven talking points to use in their discussions with legislators, including the fact that the arts generates $1.5 billion per year for the New Jersey economy through direct and indirect patron spending, and creates 80,000 jobs in the state.

Brother O'Brien reported that visits to Capitol Hill took place on March 21st. During a kickoff ceremony, the group heard from: New Jersey Representative Leonard Lance, the Chair of the House Arts Caucus; House Minority Leader Nancy Pelosi; Georgia Representative John Lewis; New Mexico Senator Tom Udall; Alaska Senator Lisa Murkowski; and

Tony Award winners Ben Vereen and Brian Stokes-Mitchell. Brother O'Brien noted that Director Cahill and Assistant Director Dinkel-Smith then joined the group. Brother O'Brien then discussed the group's meeting with New Jersey Senator Robert Menendez. Other members of the New Jersey contingent met with Representative Bonnie Watson Coleman, Representative Albio Sires, and Representative Donald Payne, Jr. Brother O'Brien reported that it was an extremely effective day of lobbying these legislators to fight against cuts to NEA funding.

Brother O'Brien then described a private meeting he had on a later date with Representative Lance at Lance's office in Westfield, New Jersey. The two discussed funding for the arts, and Representative Lance invited Brother O'Brien to accompany him to the Paper Mill Playhouse—a Local 21 house—to attend a demonstration of the theatre's Arts Access Program for children with disabilities.

Brother O'Brien was pleased to report that, thanks to the Arts Advocacy Day lobbying efforts, along with the countless phone calls and letters sent to members of Congress, Congress approved a $2 million increase to NEA funding for fiscal year 2017. He added, however, that funding for the arts will again be under attack in fiscal year 2018 and that further advocacy efforts will be necessary. To that end, Brother O'Brien thanked General Secretary-Treasurer Wood for distributing to all IATSE local unions, a Congressional Directory to help facilitate contact with elected representatives.

Brother O'Brien thanked Local 632's Executive Board and members for approving his participation in the Arts Advocacy Day, and Director Cahill and Assistant Director Dinkel-Smith for their help.

President Loeb thanked Brother O'Brien, Sisters Davis and Bogina, Director Cahill, and Assistant Director Dinkel-Smith for their report and their efforts. He stated that he is proud of the activism engaged in by the Local on behalf of its members, the IATSE, and the arts community. President Loeb noted that, although it is a very small line-item in the federal budget, he anticipates a hard fight over federal funding for the arts in the coming months. President Loeb stressed that everyone in the IATSE must use all avenues possible to pressure and advocate on behalf of the arts.

PRESIDENT LOEB: Microphone No. 2.

DELEGATE KEVIN O'BRIEN, Local 632: Mr. President, Kevin O'Brien, President of Local 632, IATSE Northeast New Jersey.

With your permission, Mr. President, I wish to quote your remarks following Local 632's Arts Advocacy Day report. "President Loeb noted, although it is a very small line item in the federal budget, he anticipates a hard fight over the federal funding for the arts in the coming months."

This past Tuesday, Actors Equity President Kate Shindle echoed your sentiments regarding funding of the NEA when she stated, "The war is coming, they will be back."

It was a privilege to participate with Sister Shindle, along with many other SAG/AFTRA, Actors Equity, and IATSE members when we converged on Capitol Hill this past March. But as she said, the war does wage on.

Federal funding for the NEA in FY 2016 stood at $148 million. The Trump administration wanted to zero the NEA out of existence for FY 2017. We fought back and lobbied Congress to bring it to 150 million. We got what we came for.

This past Tuesday, July 18th, the full House Appropriations Committee approved 145 million to fund the NEA for FY 2018.

*(Applause)*

This House proposal falls short of the 155 million requested by a record bipartisan group of 154 members of Congress. Similar to the request made by the members of the House, 40 senators now are requesting the NEA funding for at least 150 million for FY 2018.

So what happens next? Through the Chair I'm asking the delegates' help. The U.S. proposal is expected after Labor Day. How apropos. The U.S. Senate's proposal is expected, with everyone's help we're going to ask the U.S. Senate to request the 155 million to fund NEA for FY 2018.

Every IA local union should have recently received the congressional directory from International Secretary-Treasurer Wood. In it are each state's senators, their contact information either in Washington, D.C. or in your home districts. Politely phone them. Write to them and then follow-up with a handwritten letter. Fax them.

I'm going to tell you a quick anecdote. Walter Cahill, when we were in a Q & A session with Senator Mendendez, asked him straight out, "What's the best way to talk to you, to communicate?" He said fax, handwritten letters. He told us there was a time when

they were voting on something on a Monday, he walked into his office and found 14,000 faxes sitting there, and it changed his mind. He flipped his vote. It can be done.

*(Applause)*

Mr. President, Brothers and Sisters, there isn't one local union in this Alliance, not one that's not affected by the NEA funding, not one. These are our tax monies. We have a voice in where they're supposed to be spent.

We cannot be satisfied with settling for less than what the NEA is entitled to. If we can place another symphony out on tour or fund another ballet troupe or place another Broadway show out on the road or provide seed monies to sustain a writer as he develops a new musical for Broadway and the road, this is worth the fight.

I wish to thank Erika Dinkel-Smith and Walter Cahill for accompanying us on the Hill that day. It was an effort to get from the Hart Building to the Rayburn Building, and all over the city. Thank you very much, Walter and Erika.

And thank you, President Loeb, for sending that letter with the DPE from the AFL-CIO, along with Sister Shindle, the IBEW, and everybody else that signed that letter asking for our funding.

Thank you, Mr. Chairman, and Brothers and Sisters, for your consideration.

*(Applause)*

PRESIDENT LOEB: Thank you, Kevin.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Local 751, New York, NY, Re: Broadway League and Carnegie Hall"

## APPEARANCE: LOCAL 751, NEW YORK, NY Re: Broadway League and Carnegie Hall

International Co-Director of Stagecraft Anthony DePaulo appeared before the Board along with Local 751 Secretary-Treasurer and Business Agent Peter Attanasio, Jr., and Local 751 President Lawrence Paone to report upon recent collective bargaining negotiations. Local 751 President Paone first reported on the Local's recently concluded collective bargaining negotiations with The Broadway League. The League's initial bargaining position would have had severe consequences for the Local's traditional jurisdiction. Local 751 requested the assistance of the International. President Loeb along with Co-Director DePaulo attended negotiations at what turned out to be the conclusion of bargaining. Local 751 President Paone praised the assistance, particularly of President Loeb, in moving the discussions toward a final agreement. As a result, the Local achieved an excellent contract, which maintains Local 751's jurisdiction and provides wage increases and continued benefits for the Local's members working in Broadway theaters. The outcome received broad support from the members of Local 751 who ratified the contract.

Local 751 President Paone also reported to the Board about its recent contract fight with Carnegie Hall. It was noted that several difficulties were presented in connection these Carnegie Hall negotiations and Co-Director DePaulo remains involved in the ongoing efforts to resolve the matter.

President Loeb remarked that the members of the Local were left with a fair contract with the Broadway League and that the IA will continue to offer its support in these important Local 751 matters. He further observed that these negotiations are often complicated; however, the International is proud to assist Local 751 in establishing good deals for its members.

PRESIDENT LOEB: Microphone 2.

DELEGATE LAWRENCE PAONE, Local 715: Mr. President, Lawrence Paone, Local 715, New York.

President Loeb, in your speech at the District 10 Convention this past Sunday, you stated that an effective union leader leads to serve and not to rule. The assistance that you provided to Local 751 with the Broadway League and Carnegie Hall are prime examples of how you consistently and selfishly lead to serve. But I have to add, Mr. President, as you lead to serve, you also rock. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Appearance: Local B-751, New York, NY, Re: Contract Negotiations" (Gavel)

## APPEARANCE: LOCAL B-751, NEW YORK, NY
## Re: Contract Negotiations

Assistant Director of the Motion Picture and Television Production Department Daniel Mahoney appeared before the Board on behalf of Local B-751 to report upon contract negotiations with Telecharge, a division of The Shubert Organization. He noted that Local B-751 was chartered in 1971 and at that time was primarily composed of phone clerks who handled telephone ticket sales for the leading provider of Broadway tele-ticketing services. Over the years since its founding, the Local has evolved with the emerging technologies now used for ticket sales. Telephone ticketing—which formerly made up the majority of Local B-751's work—has given way to Internet ticket orders. Now members of the Local provide phone or web customer service to ensure that customers have a positive ticket-buying experience. The customer service work has given members of Local B-751 a prominent role in these transactions. Assistant Director Mahoney, who is also a member of the Local, was assigned to assist in the negotiations. He commended Local B-751 for having a smart, diverse, and active membership. The members and committee were very knowledgeable about the terms of their existing contract and goals for negotiations. Ultimately, a new four-year agreement was reached, which was overwhelmingly ratified by Local B-751's members in April 2017. The agreement includes wage increases in each year as well as increases in benefits. The total economic package—which was retroactive to the previous contract's expiration—offers a fair and stable future for the Local's membership.

President Loeb, on behalf of the entire Board, offered congratulations to the members of Local B-751. They have attained a good contract. He noted that Assistant Director Mahoney's guidance has contributed significantly to the Local's success.

"Appearance: Local No. USA829, United States, Re: Off-Broadway Agreement" (Gavel)

## APPEARANCE: LOCAL NO. USA829, UNITED STATES
## Re: Off-Broadway Agreement

Local USA829 National Business Agent Cecilia Friederichs appeared with Local USA829 Business Representative for Live Performance Carl Mulert, Associate Business Representative for Live Performance Caitlin McConnell and Local USA829 members Susan Hilferty, Bradley King, and Craig Napoliello to report about Local USA829's historic collective bargaining agreement covering Off-Broadway designers.

This first-ever Off-Broadway agreement with the League of Off-Broadway Theatres and Producers has its origins over forty years ago. The Local's effort to achieve this agreement began in earnest approximately three years ago, but the history of the Local's Off-Broadway involvement began as early as 1974. Around that time designers worked in Off-Broadway theaters under rate sheets, which were not enforceable and did not provide the security that designers deserved. This continued for many years and Local USA829's last real interaction with the Off-Broadway League occurred over a decade ago. The Local and its members achieved nothing more than a hand-shake agreement concerning pay and benefits. As this situation continued, wages stagnated and the Off-Broadway industry changed significantly. Off-Broadway productions became more sophisticated and created pressing concerns for designers. In 2015, the Local began a concerted effort to establish a collectively bargained agreement for Off-Broadway designers.

It became apparent that the Local would only attain an Off-Broadway collective agreement if the Local's members were willing to demonstrate the commitment to stand together and demand it. The designers took up the challenge and brought tremendous energy to this task. A group of USA829 members worked tirelessly for over a year to mobilize their colleagues and unify designers with Off-Broadway experience. The Local identified over 450 designers who worked Off-Broadway in recent years and contacted all of them to identify their issues and strengths. Throughout the Local's "Respect for Off-Broadway Designers" campaign, the committee members continually engaged the designers. Through this grassroots effort, members learned about the importance of standing together and the purposes of a sound collective bargaining agreement. The committee identified issues that were important to Off-Broadway designers—money, time, and workforce size. The balance of these three are crucial to success in the business. The designers strategized to make its concerns known to Off-Broadway theaters.

In 2016, the committee began airing issues to Off-Broadway theaters. Designers individually pledged that they would not accept Off-Broadway work at substandard pay rates. Ultimately, Local USA829 began positive discussions with Off-Broadway theaters. When it became apparent that Off-Broadway designers were galvanized and would not be ignored, the Off-Broadway League came to the bargaining table to reach an agreement. In March 2017, Local USA829 reached a collective agreement which took effect shortly thereafter. This landmark deal included many features

unique to Off-Broadway work and built in elements of Local USA829's existing designer agreements.

Pension and welfare benefits are guaranteed on gross earnings and compensation will increase considerably over the three-year term of the agreement. Other important conditions were established (e.g., designers retain ownership of their work; designers are not expected production staff work; premiums are paid for musicals; terms cover media uses). Additionally, a labor-management committee was established to foster the growth of this new bargaining relationship.

The agreement was unanimously ratified in April 2017 at a special USA829 meeting for that purpose. National Business Agent Friederichs lauded the dedication and service of the committee members who undertook this task. The committee—including Sister Hilferty and Brothers King, and Napoliello who appeared before the Board—truly understood the power of their collective voice. The importance of this historic contract cannot be overstated. For over forty years, the Local had no voice and no seat at the table Off-Broadway. Addressing the Board, Sister Hilferty (an award-winning costume designer, who also serves as Chair of the Design Department and Arts Professor at New York University's Tisch School of the Arts) noted that establishing this contract for Off-Broadway designers was one of the proudest moments of her career. It will provide stability for the next generation of artists and designers.

President Loeb remarked that the designers involved in USA829's campaign took great risks by taking collective action. They gave up their valuable time and they should be commended for their determination. The campaign demonstrates the force of collective power. The people and their skills, abilities, and commitment made this happen. He also commended the remarkable professionalism of USA829's leadership. On behalf of the Board he congratulated the entire Off-Broadway bargaining unit.

"California Jobs Training Bill" (Gavel)

## CALIFORNIA JOBS TRAINING BILL

International Vice Presidents Thom Davis and Michael F. Miller, Jr., reported to the General Executive Board on the status of legislation concerning the California Film Commission's Workforce Development Program. The California State Assembly recently voted 73-0 to pass Assembly Bill (AB) 1664, which increases funding for and expands the state's entertainment industry job-training programs.

Vice President Davis reported that the State Film Tax Credit, which went into effect in 2014, has resulted in an increase in IATSE membership as thousands of Californians have been employed in below-the-line jobs on motion picture and television productions throughout the state, to the tune of $1.1 billion in qualified wages. Vice President Davis reported that the Workforce Development Program is the logical next step. The Program would expand current apprenticeship programs, which are run by IATSE members, where students learn specialized craft and trade skills from industry professionals. These job-training programs will help train young workers and ease them in their transition into employment in the entertainment industry and, of course, grow membership in the IA. Vice President Davis noted that is vital that IATSE members have the proper training on the sets, and this new job-training program will help facilitate that goal.

Vice President Davis thanked the co-sponsors of the bill, Assembly member Raul Bocanegra and Majority Leader Ian Calderon.

Vice President Miller noted that Vice President Davis is a fierce advocate for the IATSE and its members in California. He also stressed the significance and importance of having these training programs run by IATSE members. Vice President Miller thanked Vice President Davis for his hard work.

The legislation will now head to the California Senate for consideration.

President Loeb thanked Vice Presidents Davis and Miller for their report, noting that this training program will help facilitate increased diversity in the industry.

"Child-Actor Guardians"

## CHILD-ACTOR GUARDIANS

International Vice President Daniel E. Di Tolla and International Trustee Patricia A. White reported on their negotiations with The Broadway League covering child-actor guardians.

The Child-Actor Guardians first contract expired in July 2016. After nine months of hard bargaining the parties finally obtained a new agreement that includes substantial increases in health contributions as well as wages.

In addition, the new agreement adds bereavement leave, holidays, meal penalties and other quality of life issues. The unit unanimously ratified the agreement.

A special note of appreciation went to Local 764 Live Events Business Agent Leah Okin and bargaining committee Co-Chairs Jill Valentine and Caroline O'Connor. It was noted that the CAG make up about three-percent of the membership; they are committed, skilled union members.

President Loeb congratulated the Guardians on their improved collective bargaining agreement.

PRESIDENT LOEB: Microphone 1.

DELEGATE SHANNON KOGER, Local 764: Mr. President, I'm Shannon Koger from Theatrical Wardrobe Union, Local 764, New York.

President Loeb, I would like to thank you and International Vice President Dan Di Tolla for your support and assistance in negotiating the second-ever collective bargaining agreement between the Child-Actor Guardians and the Broadway League.

The Guardians were organized into Local 764 in 2012, and have been a great addition to our Local. This was a lengthy and acrimonious negotiation when the League called these workers unnecessary despite the fact that many of the biggest hit Broadway shows at that time featured child performers with 16 children in "Matilda" and 15 in "The School of Rock," among many others.

Your perseverance and guidance helped the Guardians get an agreement with growth in both wages and benefits. And to quote the anthem of "School of Rock," "Stick it to the man."

*(Laughter and applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Stagecraft Department"

## IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Michael Barnes, Daniel E. Di Tolla, John M. Lewis and James J. Claffey Jr., International Trustee Patricia A. White, Co-Director of Stagecraft Anthony DePaulo, Assistant Department Director D. Joseph Hartnett, International Representatives Peter Marley and Christopher "Radar" Bateman, and Special Representatives David F. Garretson, Stasia Savage, Don Martin and Joseph Short updated the Board on their activities since the Mid-Winter Meeting in New Orleans, Louisiana.

*Local B-20/City of Portland*

Representative Bateman reported that Local B-20 was negotiating a successor contract with the City of Portland (METRO). The Local rejected the Employer's offer. After which, the International and the Local were able to make gains on staff scheduling and identify staffing issues. They discovered the Employer was understaffed and new employees are not trained properly to schedule shifts. After addressing these matters, the parties reached an agreement, which was ratified overwhelmingly.

*Organizing*

Representative Bateman continues to provide organizing assistance to Locals in Houston, Austin, Denver, Eugene, and Ft. Worth. The Department has conducted Construction Organizing Membership Education Training (COMET) to promote organizing from within, and to prepare Locals to be successful in organizing campaigns. With organizing committees in each Local, the Department has mapped out their jurisdiction so they can picture the percentage of the market they represent. Committees are researching targets, identifying leaders and establishing workplace relationships. These Locals are also focusing on creating active Young Workers Committees so that people working with representation can network with people who are working without representation. The Department has had success organizing young workers in regional theaters who are looking for stability and a real career in the entertainment industry. They are great advocates and they want to spread the Union message.

*Locals 7 and 719/Denver Center for the Performing Arts*

Representative Bateman was assigned to assist Locals 7 and 719 in an organizing effort at the Denver Center for the Performing Arts, to cover the show crew at their regional theater. The Employer mounted an anti-union campaign.

On April 11, the crew voted 17 to 1 in favor of representation by the IATSE. Representative Bateman has been working with the crew in drafting proposals. They are looking forward to negotiating with management in late July.

*Locals 15, 488 and 887/Intiman Theater*

Locals 15, 488 and 887 have concluded their negotiations with Intiman Theatre. In 2014, Intiman lost its permanent home at the Playhouse on the grounds of

the Seattle Center. It has since had to restructure how it presents theater to the Seattle community. During the last negotiation, the agreement changed to meet Intiman's needs as it restructured. Those changes have worked to keep Intiman open.

*Local 611/Sunset Center*

The Sunset Center is a performing arts venue owned by the city of Carmel in California, and operated by a third party. Local 611 has had relationship and a collective bargaining agreement covering the Center for many years. During the last round of negotiations, the Local and the company were unable to come to terms. The company implemented its "last, best and final" offer but the Local continued to service the venue.

It appeared as though the company wanted to mend its relationship with the Local and come to terms with a new collective bargaining agreement. So, it was with that spirit that Local 611 came to the table on January 16, 2017 when negotiations began. To date, the parties have not reached agreement because the company insists on proposing changes to the agreement's scope and recognition and sub-contracting clauses.

The Local is evaluating its position regarding unfair labor practice charges and other lawful actions.

*Negotiations*

Representative Marley is assisting Local B-18 San Francisco, CA. in its negotiations with the San Francisco Giants, the American Conservatory Theater, the Paramount Theatre and SMG at the Moscone Center. He is also assisting Local 784, San Francisco, CA in its negotiations with the American Conservatory of Theatre and AGE at the Oracle Arena.

*Local 784, San Francisco, CA*

Representative Marley is assigned to assist Local 784 with the American Conservatory Theater (ACT) and AGE at the Oracle Arena. Negotiations with AEG have been scheduled for August 2017. Negotiations with ACT took place June 26 and 27 of this year. Local 784 approached the negotiations with a goal to close the gap between the stagehands and the Wardrobe Department and to that end, they were successful. The recently negotiated agreement includes significant improvements in working conditions.

Representative Marley recognized Local 784 Business Agent Bobbi Boe, President Thom Hoffman and Secretary-Treasurer Naomi Patrick for the work they are doing on behalf of their members and demanding that the company show its respect for Theatrical Wardrobe workers.

Representative Marley thanked ACT for stepping up and acknowledging the disparities that exist between departments and taking steps to remedy them.

*Local 923, Anaheim, CA.*

Representative Marley is assigned to assist Local 923 with two grievances at Disneyland. Both are discharge cases. One is going to arbitration and the other is going to step three, the last step before arbitration.

*Pasadena Playhouse, Pasadena, CA.*

The Pasadena Playhouse agreement expired in August of 2016. As of this writing, the Local is in negotiations for a successor agreement.

*Pink Contract Outreach*

Since the Outreach Program started in 2012, Special Representatives Don Martin and Brian Munroe have visited over one hundred touring Road crews. They have talked about the contracts, the IATSE-PAC, education and training opportunities, the Safety Hotline, life on the Road, and online access to Union information. They report to the IA the concerns and recommendations of the Road members. The Road members are becoming activists and are participating in Union administration and collective bargaining.

Special Representatives Martin and Munroe maintain open communications with these members. Outreach is important because it makes the Union personal. It lets the Brothers and Sisters know that they are not alone when on the Road. It lets them know that the IA is there and it is listening to them.

Representatives Martin and Munroe thanked President Loeb for the opportunity to be a part of the Outreach to the Road.

*Local 757 Detroit, MI Treasurers and Ticket Takers/Michigan Opera Theater*

Representative Savage reported that negotiations have been ongoing with the Michigan Opera Theater. The talks are arduous but the Committee has researched the Employer's financial condition and is thus prepared for negotiations.

Local 757 also completed successful negotiations

with Comerica Park, home of the Detroit Tigers. These negotiations went very well. The Local improved its working conditions and negotiated significant wage increases.

The Local has also begun negotiations with the new Little Caesar's Arena and the Fox Theater. These negotiations are expected to be completed summer 2017. The new contract is expected to bring with it increased jurisdiction.

*Local 187 South Bend, IN*

Representative Savage has been assisting Local 38 since December in reorganizing its business practices and working through its recent Department of Labor audit. The Local has made significant improvements in record keeping and administration. It also recently formed a committee to write a set of work rules with the goal of having them in place by the end of the summer.

*Local B-148/Akron Convention Center*

Representative Short was assigned to assist Local B-148 in its negotiations with the Akron/Summit Convention and Visitors Bureau d.b.a. John S. Knight Center (Akron Convention Center). Representative Short has worked on this reoccurring assignment since he assisted Local B-148 with their negotiations with this employer three years ago and has helped Local B-148 over the term of the agreement.

Local B-148's scope of jurisdiction at the Knight Center includes food and beverage preparation, serving, bartending and manning the concession stands. The Local also handles the cleaning, set-up and storage of all food and beverage related equipment.

It is a mature agreement and it generally speaks to the relationship with the employer as one of respect and cooperation. Representative Short reported of recent personality challenges that have stressed the relationship a bit, however it continues to be a successful partnership. He stated that the key to the success of the relationship is the sturdiness and continuity of Local B-148's leadership, in particular Business Agent Omar Banks. Brother Banks has been a part of Local B-148 since the Knight Center opened twenty-two years ago and he is a solidifying force for both the employer and the Local's membership. The Business Agent for Local 48, Sister Helen Louie, and Brother Banks are close friends, thus the house stagehands from Local 48 under Sister Louie's leadership are a great support to the membership of Local B-148.

As they have done in 2014, Representative Joanne Sanders (who was assigned to Local 48) and Representative Short along with the leadership of the respective Locals determined that it would be most efficient and effective to schedule joint negotiations where both Locals would negotiate at the same time.

They met with the committees from both Locals to discuss their proposals. Locals 48 and B-148 were able to secure a three-year deal with wage increases and helpful clarifying language that would clear up confusion with how it was previously written.

Representative Short commended Local B-148 for their continuing work and loyalty to the International, and shared his pleasure to work with Business Agent Banks and Local B-148's membership.

*TWU Local 904 negotiations with Tulsa Opera*

Trustee White reported that in September 2016, the Theatrical Wardrobe Local 904 in Tulsa, Oklahoma requested assistance in negotiations with the Tulsa Opera. Although Local 904 had updated their agreement during the last round of bargaining, since that time, the Opera had hired a new General Director who had more and different ideas about the contract. Trustee White worked with Marcia Holland, Local 904's Business Agent and Debbie Furgerson, Assistant Business Agent and in early March, after many meetings and conversations, the Local successfully concluded negotiations for a three-year contract, with wage increases, terms and conditions for use of captured operas. For the first time, the Head of Wardrobe and the Assistant Head of Wardrobe are covered by the contract, which sets minimum wages for these positions, while preserving the ability of individual workers in these jobs to negotiate above the scale. It also prohibits them from performing dresser duties.

The Business Agents of Local 904 thanked the International for the support, and are to be commended for sticking with a negotiating process that involved difficult concepts, but which ultimately should be beneficial to both the Opera and the workers of Local 904.

*Local 115/Danny Wimmer Presents*

Local 115 with International assistance negotiated a term contract for the Welcome to Rockville Festival that takes place annually in Jacksonville, Florida. The negotiations were hard fought but the Local preserved the contract with a wage increase.

*Local 77/Spectra Venue Management*

After prolonged negotiations, the Local 77/Spectra addendum was finally completed. In a letter, the Local's Business Agent stated this was, "The best contact IATSE 77 has ever had in 100 years at Boardwalk Hall." The agreement increased the Local's scope of work, jurisdiction, increased wages for and maintained conditions.

*Local 115/ Spectra Venue Management*

The Donald Tucker Civic Center Florida State University was being staffed by Rhino. Working with Local 115 Business Agent Saul Luccio, the International successfully executed an addendum to the Spectra Master Agreement to cover the workers at this facility. The Local has been progressive in its approach to organizing workers.

*Local 31/Silverstein Center*

Local 31 was instrumental in its negotiations with the Spectra National Agreement. All area standards were maintained and raises were in accordance with the Master Agreement.

*Local 53/Spectra Venue Management*

Spectra's contract with the facility was terminated when MGM was awarded a contract to build a casino in Springfield. MGM will be taking over the management of the arena and convention center. The International assisted Local 53 in collecting all back pay due under the Spectra agreement.

*Local 752/Mann Music Center*

Vice President Barnes assisted Local 752 in bargaining at the Mann Music Center. Local 752 had been bargaining with the employer for over nine months. Vice President Barnes met with the Local last month and attended the last two bargaining sessions. A Memorandum of Agreement was reached June 16, 2017. The bargaining resulted in maintaining jurisdiction over all the covered work and wage increases over the five-year agreement.

*SMG/Santander Arena/Local 97 Reading, PA*

Representative Hartnett assisted Local 97 with their contracts with SMG at the Santander Performing Arts Center and the Santander Arena, both contracts expired at the end of 2016. Negotiations concluded in February, and resulted in significant increases in wages and for the first time annuity payments at both venues. The Local has expanded jurisdiction for camera operators and lead riggers will now get a higher rate. Contributions will also be made to the IATSE Training Trust. The contract was ratified by the Local in March.

*Pittsburgh Opera/Local 787 TWU Pittsburgh*

Representative Hartnett is assisting Local 787 with negotiations with the Pittsburgh Opera.

*Pittsburgh Cultural Trust/Local 862 T&T*

Representative Hartnett is assisting Local 862 with its largest employer, the Pittsburgh Cultural Trust.

*United States Institute For Theater Technology (USITT)*

In March of this year, Representative Hartnett, attended the USITT conference. In addition to participating on a panel for students about the IATSE Representative Hartnett found the conference a great opportunity to engage potential future members of the IA.

*FELD/Disney on Ice Negotiations*

In April and May of this year, Department Co-Directors Di Tolla and DePaulo, Assistant Director Hartnett, Associate Counsel Adrian Healy, and several members of the touring crews began negotiations with Feld/Disney-on-Ice for a successor touring agreement. Feld in the past year had gone through several changes that needed to be addressed in these negotiations. Among them were the closing of Ringling Brothers Circus owned by Feld, the recent purchasing from VStar of the rights for Sesame Street Live, and Feld's producing of tours for this coming touring season.

After several sessions, the parties agreed to a four-year agreement with major changes to the conditions for the traveling employees. Besides increases to wages, this agreement reduces the housing deduction annually until it is eliminated. The estimated benefit to the members in and in pension contributions.

Under the agreement, stagehands who worked for the circus but who now may work under an IA agreement, will have their years of service with the company count toward tenure increases, even though their service was not under an International agreement. The new productions of Sesame Street will be covered under the Disney Live conditions.

The Department extends appreciation to members Gary Friendshuh, Erik Champion, Heather Klausner, and David George for participating in the negotiations.

*Local 306/Ambassador Theater Group*

Co-Director DePaulo assisted Local 306 Ushers, Ticket Takers, and Stage Door Attends with negotiations for a new contract with the Ambassador Theatre Group which has recently acquired the Hudson Theatre on Broadway. The parties reached an agreement on a two-year contract in line with the Lyric Theatre contract which is also owned by ATG with wage and benefit increases in each year of the contract.

*ATPAM*

During the last round of negotiations with the Non-League touring companies, ATPAM attended even though they were not covered by the contract. The International encouraged the companies to consider employing ATPAM members. As a consequence, ATPAM was able to get voluntary recognition for *White Christmas* and *Nice Work If You Can Get It* from Worklight during the 2015-16 touring season. For next season, Worklight has recognized ATPAM for *White Christmas, Something Rotten*, and *Motown*. ATPAM has also concluded contracts for three Troika tours: *The Color Purple, School of Rock*, and *On Your Feet*. These contracts provide jobs for ATPAM members. This is a major achievement for ATPAM. Brother Nick Kaledin deserves recognition for his persistence in pursuing these companies.

*Local 927/Live Nation*

After the execution of the Lakewood Amphitheater contract in August of 2016 negotiations began with Live Nation over the terms under which the Verizon and Chastain Park Amphitheaters. All of these venues are within the jurisdiction of Local 927 in Atlanta, Georgia. In the fall and winter of 2016-2017, the Education Department sponsored OSHA-10 Entertainment Safety Training which was completed by more than sixty-five of the Local's current and new members. Advanced rigging training was also offered to members of the new bargaining unit. An introductory rigging training was held at Lakewood Amphitheater in June of this season.

The International has now executed contracts for each of the three venues making Atlanta the busiest amphitheater market in North America. Local 927 has staffed every show this season with multiple shows on the same day. Local 927 deserves acknowledgement for managing the transition as successfully as it has. The Education and Training Department also deserves thanks for expediting arrangements for training.

In addition to the specific assignments mentioned in this report the Department personnel continue on a daily basis to provide advice and guidance to local unions, touring personnel, and individual members on a variety of issues from contract and local union administration to organizing and fringe benefits. Because of the Pink contract outreach program and worker participation in contract negotiations, communication and coordination between the Department and our traveling members has markedly improved. As a result of the success of our national contracts, COMET training, and Local assistance and as evidenced by the increasing number requests for assistance of all kinds the trust in the partnership between the Department and the Locals continues to grow stronger.

President Loeb remarked that the Department is covering live events from coast-to-coast in two Countries. The Stagecraft representatives are covering everything from internal to external organizing, education and training and collective bargaining.

PRESIDENT LOEB: Microphone 7.

DELEGATE DAVID ARELLANO, Local 7: Mr. President, David Arellano, Local 7 President, Denver, Colorado. On behalf of Local 7, I would like to say thank you, President Loeb, and thank you to Vice President Dan Di Tolla for assigning IA Representative Christopher "Radar" Bateman to assist an organizing effort.

Most recently in April, we had a successful NLRB election with the Denver Center Theatre Company. This is a drive 20 years in the making and the result was a 17-to-1 vote. Negotiations will begin in August. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 3.

UNIDENTIFIED DELEGATE: Mr. President, I'd like to thank you for sending us Joe Hartnett. He was a great help when we needed to renegotiate two contracts with SMG at two separate venues in our city. He did a wonderful job at helping us get our best wage increases since the venue – since the one venue has opened. He also assisted with getting contributions to the annuity for our people and donating contributions to the Training Trust. Thank you.

PRESIDENT LOEB: Thank you.

Microphone No. 4.

DELEGATE SAUL LUCIO, Local 115: Mr. President, Saul Lucio, Local 115, Jacksonville, Gainesville and Tallahassee, Florida.

On behalf of the workers, the over 50 workers at the Donald L. Tucker Center in Tallahassee, workers for over the last 30 years have not ever made more than $10 an hour; never, never received a benefit, a holiday pay or anything that this International can bring to them.

Well, under the Spectra agreement we were able to bring all of that to them. We were able to throw out the flesh peddler Rhino who was, again, was not paying them anything –

*(Applause)*

– that they deserved. So with the assistance of Vice President Di Tolla, Mike Barnes – Vice President Mike Barnes, and our new best friend, Father David Garretson, who came down and held our hands and helped us organize these workers, the 50 that we now call brothers and sisters of Local 115, we thank you.

PRESIDENT LOEB: Thanks, Saul.

Microphone 2.

DELEGATE BOBBI BOE, Local 784: Mr. President, Bobbi Boe, Theatrical Wardrobe Union, Local 784, Business Agent in San Francisco.

Local 784 would like to thank you for honoring our request for IA Rep Peter Marley to help with our negotiations with ACT. Through Peter's guidance and negotiation strategies, we were able to take giant steps towards parity with our Stagehand brothers in wage, condition and benefit contributions. We garnered a 26 percent wage Increase for the house head and dressers and along with a 5-percent increase in benefits. Thank you.

Thank you, Peter.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 7.

DELEGATE DIANE S. FREEMAN, Local 126: Mr. President, Di Di Freeman, Business Agent, Local 126. On behalf of our Local President, Molly Faulk, and the brothers and sisters of Local 126 in Ft. Worth, Texas, I would like to express a heartfelt thank you for sending "Radar" Bateman to our Local for a COMET training last month.

Thank you, "Radar" Bateman, for your dedication to our education and organizing; and your assistance is invaluable.

For the first time our Local has a huge map on the wall identifying the percentage of the market that we represent. We now have Brother Jeff Arneson as a new enthusiastic Chair of our Organizing Committee, and we look forward to taking advantage of the momentum that "Radar" is helping us gain. Thank you, Mr. President.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 5.

DELEGATE DOONER, Local 800: Mr. President, dooner, Local 800, Art Directors Guild. I want to offer thanks to you for assigning International Representative Peter Marley to assist with the Pasadena Playhouse negotiations. This is by far for the Guild our smallest unit with sometimes as few as one scenic artist working at that location. And Peter did a tremendous job throughout the process working with the employer to ensure not just that the crew was able to survive, but that this theater that is perennially in financial trouble had a path forward as well.

So we thank Peter for all his hard work on behalf of the many Locals involved.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 3.

DELEGATE LAURA SEAGRAVES, Local 15: Mr. President, Laura Seagraves, Local 15, Seattle, Washington.

As the former prop master of Intiman Theatre's previous incarnation, I would like to thank the International, and International Rep "Radar" Bateman in particular, for the continuation of the agreement between the Intiman and IATSE as Intiman reinvented itself from a failed regional theater to a growing fringe theater showcasing socially relevant and diverse theater.

This shows our adaptability to a company in transition keeping our jobs union jobs now and in the future.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE JOSEPH LA SALA, Local 77: Mr. President, Joe LaSala, Local 77, Atlantic City, New Jersey. On behalf of the men and women of Local 77, a sincerest thanks to you, President Loeb, and First International Vice President Mike Barnes, for the successful completion of a contract with Spectra for Atlantic City's historic Boardwalk Hall.

Three-and-a-half years in the making, this agreement not only maintains 77 jurisdiction working additions and annual raises, but awards our Local with its first in-house position in 30 years. Bargained also was a wage increase of 33 percent for scoreboard and replay technicians, alignment of our contract with the IATSE Spectra National Agreement, allowing us to negotiate in strength in the future.

In addition, language in this contract also secures IATSE jurisdiction in a completely separate facility, the Atlantic City Convention Center. For the first time ever, Local 77 jobs are secured contractually and no longer in the precarious position of having to negotiate with a subcontractor hoping to maintain the jobs our members have worked at for more than three decades. This contract is unquestionably the strongest one Local 77 has ever had in its near century of work there.

Thanks, also, to the International, particularly Vice Presidents Dan Di Tolla and James Claffey, Jr., for their enduring support they have always demonstrated towards their IA brothers and sisters in Atlantic City.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 2.

DELEGATE JARED BEAULIEU, ACT: Thank you, Mr. President, General Executive Board, and my fellow delegates. My name is Jared Beaulieu, delegate for Associated Crafts and Technicians, also known as ACT. It is an honor to be here today with all of you and for the proceedings this week. For those of you wondering, yes, I am what you would consider a young worker.

First, I would like to truly commend the Pink Contract Outreach Program. President Loeb and the International Reps have begun the arduous task of uniting a mass of peoples in constant motion.

I actually first met Brian Munroe when I was on tour with "White Christmas." The past few years I have met many more of you, but this week it has been a privilege to meet and to get to know so many more of you at this convention.

Soon I will be back on the road, but I look forward to educating others on what I have learned here. Truly my mission this week has been to be a voice for the 700 or so ACT members in the IATSE. With the technology, social media and Pink Contract outreach that we have today, ACT involvement has grown since the 1970s.

There is at least one department head who is ACT on half, 19 out of 38 Yellow Card shows and 10 out of 25 Broadway shows. And those are just the department heads.

Despite all this, there remains a gap between ACT and the rest of our membership. There is, unfortunately, a long prevailing stigma that ACT members are not true members of IATSE. This is where you, my fellow delegates, can help our cause. To support the incredible work that President Loeb, Brian Munroe and Don Martin have been doing with the Pink Contract outreach, I implore you all to help educate and to help represent your fellow sisters and brothers in IATSE. Unless we have that support and unless we remember that we are all IATSE, it is that much more difficult for ACT members to feel welcomed into the union and into home Locals. Growth Equals Strength.

With this, I would again like to thank you all truly for what you have done this week and continue to do for the IA. ACT means we are brothers and sisters with you all in IATSE. Merci beaucoup, and thank you.

*(Applause)*

PRESIDENT LOEB: Thank you. And rest assured that demonstration in this hall affirms and has always been my sentiment that you are brothers and sisters of the IATSE and deserve all the dignity and all the respect and all the support that any other union does. You're our member.

*(Applause)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern contin-*

*ued the reading as follows:*

"IATSE Motion Picture and Television Production Department"

## IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Motion Picture Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, and Representatives Steve Aredas, Scott D. Harbinson, Jamie Fry, Steve Kaplan, and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting.

Vice President Miller reported on the status of the major IA motion picture and television agreements. He noted that the Hollywood Basic Agreement and the Theatrical and Television Area Standards Agreements expire July 31, 2018. Vice President Miller and Assistant Department Director Holtgrewe have held three meetings with the Business Agents and Executive Directors of the West Coast Studio Locals to begin planning for negotiations. Preparation by the IA has been ongoing and will continue in conjunction with regular meetings with the Locals. The Directors Guild of America concluded their negotiations at the end of 2016. Recently, the Writers Guild concluded tense negotiations with the Alliance of Motion Picture and Television Producers (AMPTP), and, in early July, the Screen Actors Guild wrapped up bargaining on a successor agreement. President Loeb has directed counsel to evaluate these three Guild agreements to determine how they may inform our upcoming Basic and Area Standards Agreement negotiations in 2018.

The Theatrical Low Budget Agreement and Association of Independent Commercial Producers (AICP) contracts are mid-term and both are not due to expire until the end of 2019. The Low Budget Agreement continues to provide employment and union coverage at the lowest end of the production budgets. This is evidence of the success of the LBA. It has eliminated much of the non-union workforce, provided millions of hours of benefit plan contributions to members, and provides some of the best and safest working conditions in the industry.

The AICP Agreement continues to provide significant employment to members through its signatory companies. In 2016, the IATSE – AICP contract contributed 3.5 million hours to the Motion Picture Industry Pension and Health Plans (MPIPHP). There are several outstanding issues with this agreement, the most significant of which is a dispute the IA and Local 871 have with the AICP regarding the coverage of the coordinator classifications. This issue is heading to arbitration, but the employer continues to engage in delay tactics.

Speaking on behalf of the Canadian Department, International Vice President Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the Local 873 Term Agreement, and the Local 411 Term Agreement. There are now 370 companies signatory to the Canadian Binder Agreement and 170 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and may exceed record numbers in 2016. In the first six months of 2017 there were 161 productions in Canada.

Recently released industry statistics indicate that production levels in 2015 and 2016 reached $6.76 billion, which was actually a little lower than in the previous year. The strongest sectors continue to be domestic television production and foreign location service production. Some statistics to note include the following: close to 90% of productions took place in British Columbia, Ontario, and Quebec; Ontario is the largest centre for production with $2.6 billion followed by British Columbia at $2.2 billion and Quebec with $1.5 billion; British Columbia is by far the largest centre for Foreign Location Service productions with 60% of productions, and the largest segment of the industry is domestic television production, which is primarily based in Ontario.

In the first six months of 2017, in Toronto, Local 873 secured agreements on nineteen U.S. productions with a total production value of $480 million. This represents 100% coverage of US-based productions shooting in Toronto and close to 70% of total productions. In British Columbia, Local 891 was able to secure agreements on fifty-one productions while its biggest competitor, the Association of Canadian Film Craftspeople (ACFC), was limited to seven productions, most of which were low-budget projects.

The BC Master Agreement, which includes IATSE Locals 891 and 669 and Teamsters Local 155, as well as the Local 873 Term Agreement, expires on March 31, 2018. The International will be assisting these Locals in bargaining and preparations are currently underway. Initial discussions have focused on the dramatic increase

in productions being made for Internet distribution, and how this is being addressed under the collective agreements. Dates have not yet been set for bargaining.

Finally, more and more productions under the International Low Budget Agreement are shooting in Toronto, where Local 873 represents transportation. It is becoming clear that in the next round of bargaining, certain issues that impact transportation may need to be addressed.

Assistant Director Holtgrewe reported there has been a wider budget range of "new media" productions being put under agreement this year. Examples of low-budget series include "Take My Wife" on Seeso, "Freakish" on Hulu, and "Step Up" on YouTubeRed. The last two are being produced by DreamWorks and Lions Gate, respectively. The larger studios and production companies have not produced many lower budgeted Internet productions in the past, but that seems to be changing. Several higher budgeted projects have been signed. Of note is a documentary series for Netflix called "Medal of Honor", and the International's first project to incorporate Facebook Live, a branded-content talk show produced by one of our AICP signatory companies. That project was produced under a videotape agreement one-off with the usual contract enhancements, thus following the IA's policy of aligning new media productions with similar television or feature agreements.

A noteworthy development was the recent cancellation of high-budget series "The Get Down" and "Sense8" on Netflix (which was just partially rolled back, due to fan demand, with an announced 2-hour finale sometime in the future). These cancellations represent a shift in strategy for Netflix that they believe will help them compete with the networks and Pay TV and maintain their lead over other content streamlining entities such as Amazon and Hulu. The proliferation of high-budget subscription-on-demand content continues as the giants in the space, such as Netflix and Amazon, add original content at an amazing rate. Netflix alone has announced a $6 billion content creation and acquisition plan. Over the last few years, Netflix has purchased 86% of its content and produced 14%. In one year alone, Netflix increased its amount of original content 66%, with an estimated 1,000 hours by the end of 2017. It is anticipated that, over the next seven years, licensed content will double to about 1,600 hours and original programming will increase to almost 950 hours of programming.

In addition to the established streaming services, Apple, Facebook, Vice, Snapchat and more are ramping up production and money spent on short-form and long-form content to compete. With all these new competitors, predicting what the streaming landscape will look like in four years is impossible.

What is known is that members of the IA will participate in creating this new wave of content. It also represents a shift in viewing and distribution models that will notably impact residuals in the MPIPHP, as well as the business models of the studios and networks.

Assistant Department Director Holtgrewe also mentioned that new ad-supported streaming channels have IA-covered productions; two examples are romance-focused passionflix.com and AwesomenessTV's YouTube. The amount of professional content being created for ad-supported video-on-demand (AVOD) is increasing. The IA has secured traditional TV agreements for much of this work when done by single production entities or by companies that do not have access to the New Media sideletters. As the business model of "new media" evolves, it is more apparent every day that "new media" has become television.

The importance of deposits and inter-department communication were once again proven when the International was approached by production company Film Bridge International. The company requested to sign a term agreement, as they had multiple projects in the pipeline, including the $4 million feature, "Spinning Man". Upon internal department review, it was discovered this feature had commenced pre-production in Minnesota a year prior, had shut down before signing an IA agreement, and neglected to pay the crew all they were owed. Assistant Director Holtgrewe highlighted that this is an example of how the Department's thorough vetting of potential new term signatories protects members from bad employers. Holtgrewe explained the important role the payroll deposit plays in protecting our contracts and the rights of our members.

As reported at previous Executive Board meetings, coverage has been negotiated for competition-format non-scripted shows on seven Viacom channels – MTV, VH1, LOGO, TV Land, BET, Spike, and CMT – which would be produced under the Cranetown low-budget non-dramatic term agreement. Since October of 2016, when the non-scripted components of the agreements went into effect, the Department tracked productions for these channels which were done by third-parties that were not subject to our agreement. In March, non-scripted show "Ridiculousness" in Season 8 was struck, which resulted in a Videotape one-off. Immediately after that, Comedy Central's sketch comedy show "Typical

Rick" was also struck. These organizing drives had an immediate impact and, very shortly thereafter, five shows were soon brought under agreement, including two at MTV's studio at 1515 Broadway. These include "Fierce Fridays", "Ridiculousness NY", "Uncommon Sense", "Uncommon Sense Live", and "Wild N Out" wraparounds. This is the first time that productions at 1515 Broadway have been covered by IA agreements. Along with the West Coast Locals, Vice President Daniel Di Tolla, Assistant Director Mahoney, Local 600 Representative John Amman, and Local 600 Eastern Regional Director Chaim Cantor all played a vital part in the efforts.

During this time, a grievance was also filed against a third-party provider producing MTV's "Are You the One: Second Chances", which was believed to be a new season of a non-scripted show already under an IATSE contract. It was determined, after investigation, that this was not a new season but a spin-off from the original production. After some negotiation, both parties have agreed to cover the series from January 1, 2017, and for all future seasons, under a videotape one-off agreement.

Vice President Miller reported on the on-going negotiations with Fremantle for a successor agreement to their low-budget non-dramatic contract. It is hoped that negotiations will be concluded shortly, and Vice President Miller indicated that he will keep the Board informed regarding any developments.

Representative Fry reported on some of the more challenging and interesting projects she has been involved with over the last six months. As an example of how the Departments of the IA support one another, Fry discussed working with Political and Legislative Affairs Department Director Walter Cahill and Assistant Department Director Erika Dinkel-Smith to bring a commercial production in Oklahoma under an IA contract.

Representative Fry updated the Board regarding the ongoing issues with a production entitled "Starbright", which filmed in Oklahoma and Louisiana. The Locals have audited the production and several outstanding grievances are headed to arbitration. Representative Fry echoed Assistant Director Holtgrewe's statement that this is precisely the reason deposits are required. Approximately $240,000 is on hold with the payroll company and will not be released until these issues are resolved.

Finally, Representative Fry discussed the ongoing low-budget basic cable series "Z Nation". Seasons 1, 2, and 3 were done under a one-off low-budget agreement in Spokane, Washington, an area that traditionally hosts little film and television production. Each season of that three-year agreement had wage and benefit contribution increases and improved conditions. After some very intense negotiations that broke off repeatedly, with the employer threatening to take the production abroad (as they had with other projects), an agreement was finally reached for seasons 4 and 5. Wages and benefit increases were secured in each year of the agreement.

Next, Assistant Department Director Mahoney discussed the concept of "peak television". For the first time ever, 50% of Americans now have subscription services like Netflix, Amazon Prime, and Hulu in their homes. Although television viewing is down among Millennials, the amount of time spent consuming media, whether it be on a tablet, phone, computer, radio, or TV continues to grow. All this consumption has been met by a growing amount of programming. Since 2009, the number of scripted series across television and streaming TV has more than doubled. Streaming services are increasingly the driving force behind this increase of scripted content. As competition for viewers' attention becomes ever fiercer, there is data that suggests basic cable channels will lean towards unscripted content more than they have in the past few years. MTV has publicly stated that it plans to shift focus and devote more screen time to non-scripted competition programming in the future. That programming is currently covered under the IATSE's contract with Cranetown. An increase in viewing, television production, and type of programming means more work and more opportunities for our members. The MPTV Department will continue to track trends and aggressively organize all styles of production to ensure union saturation across the board.

Assistant Department Director Mahoney then reported on the status of "Wetlands", a low-budget feature that exceeded its budget and distributed an additional $96,000 to the crew. Additional payments to the crews of "The Squid and the Whale" and "Adderall Diaries" were also reported.

Representative Aredas reported that commercial production is robust with the continued proliferation of online commercials in addition to the traditional Broadcast Television spots. Broadcast Television spots can reach millions of viewers, while online spots specialize in targeting a specific audience.

The IATSE has filed charges with the National Labor Relations Board (NLRB) against the commercial production company, and AICP signatory, Tool of

North America. The IA alleges that this company has a non-union shell company (alter ego) known as Whiskey Tango Foxtrot that had been producing commercials non-union until they were organized and signed to an IATSE agreement. The use of alter egos is rampant in the commercial industry, and a judgment in the IATSE's favor will act as a deterrent to other production companies. In addition, agencies are bringing work in house to cut out the production companies.

Since the last Board meeting, the IA has organized ten commercial companies, with a few especially notable wins, non-union companies Bounce Films and Pet Gorilla.

Finally, Representative Aredas reported that there are currently 350 commercial producers under IATSE agreements, with 239 under the AICP Agreement, 87 under the New Media AICP Agreement, and 23 signed to the IA's Independent Commercial Production Agreement (CPA).

Representative Trachtenberg reported on the vast amount of administrative work needed to coordinate deposit verifications and stages of release. Administered from both the General Office in New York and the West Coast Office, the deposit database is at the heart of coordinating deposits across the United States. At the end of 2016, there were 140 deposits on hold. As of the beginning of June 2017, that amount had increased to 226. Oftentimes, low-budget projects are financed and funded through multiple investors and financing can be precarious. Deposit collection provides financial protections for the crew. Currently, the total deposit amount on hold is more than $33 million.

Representative Trachtenberg reported that, since the start of 2017, in addition to organizing non-scripted productions, a number of low-budget new media projects, basic cable shows, and features have been brought under contract. Although the average budget for the non-union features organized is one million dollars, one film that was successfully organized went as low as $540,000.

Representative Trachtenberg then discussed notable features and shows brought under contract since the last meeting, including the $1 million feature "Street Survivors", the $2 million feature "Senior Moment", and a new series on Spike called "Adam Carolla and Friends Build Stuff Live". He stressed the importance of members calling in their jobs.

Representative Harbinson began with an update on a show organized in Savannah back in 2015. "In Search of Liberty" was a $1 million, crowd-funded advocacy piece by a Tea Party activist named Norm Novitsky. When the IA and Locals were contacted by the crew for help, they spoke of unsafe working conditions, sub-minimum wages, no overtime and verbally abusive production staff. An organizing drive was commenced and a strike ensued. The entire crew was summarily fired.

Simultaneously with the organizing drive, Representative Harbinson filed unfair labor practice charges with the NLRB claiming misclassification of employees as independent contractors, wrongful discharge, failing to pay federally mandated overtime, intimidation, and moving the production to avoid bargaining with the IA. The process with the Board recently concluded, and Harbinson was pleased to report that a settlement was reached that awarded those courageous crew members approximately $22,000 in back-pay with interest.

A network reality competition show called "Spartan: Ultimate Team Challenge" was organized during season 2 in Atlanta, Georgia. With over 200 crew members, this was not a small production. After gathering signed representation cards from the crew, representatives from Locals 479, 600, and 798 had a picket line up at dawn and maintained the line for twelve hours during negotiations. The resulting agreement provided hundreds of thousands of dollars of additional pay and benefits for the bargaining unit; as well as turnaround and employee-focused working conditions, including premium pay for work on holidays.

Representative Harbinson also detailed a few other notable organizing victories on the East Coast, such as a low-budget History Channel production entitled "The History of Cars in Rhode Island", and, in Tennessee, Hank Williams Jr. was back for a Monday Night Football promo and so was the IA. The one-day shoot, which was massive, was brought under an IATSE contract.

Representative Kaplan reported on the ways that he and Representative Julia Neville continue to provide IATSE-support to animation artists.

Representative Kaplan reported that he recently attended the National Association of Broadcasters (NAB) trade show, along with Assistant Department Director Holtgrewe and Representative Aredas. The NAB show highlights the advancement in technology and techniques in the motion picture and broadcast fields. Representative Kaplan discussed how his focus during the show was to gather information on emerging and evolving technologies, such as virtual reality.

At the end of July, Representative Kaplan will be joined by Assistant Director Holtgrewe, Representatives Neville and Mark Kiracofe, and representatives from Locals at the Los Angeles Convention Center for the next SIGGRAPH conference and exhibition on Computer Graphics and Interactive Techniques. This professional setting is a great opportunity to have face-to-face interaction with those in the VFX industry. These discussions are open to all conference attendees and meant to be informal presentations and discussions for people with shared interests and goals.

As organizing drives in Los Angeles and across the country have increased, Representative Kaplan detailed his oversight of organizing efforts for a variety of low-budget episodic programs and commercials, including a few of note. "My Partner Knows Best", a new game show, and "According to Chrisley", a talk show pilot, were both organized. Between these two shows, more than 120 IA-represented crew members received benefits for all work performed, with members receiving pay increases and retroactive working condition payments.

In conclusion, Vice President Miller summarized the work of the Department and thanked the Representatives, staff, and Assistant Directors for their tireless efforts.

President Loeb thanked the Department for its report. He noted that organizing is the antidote to the double-breasting issue in commercial productions. Organizing is the key to everything the IATSE does, because growth equals strength. To that end, President Loeb expressed the IATSE's commitment to continued organizing in visual effects. President Loeb noted that the increase in film and television production in the United States and Canada provides a further opportunity for organizing and continued growth for the IATSE. President Loeb concluded his remarks by highlighting the tremendous work the IATSE has done in organizing in the low-budget world, and the unique benefits available to workers under the IATSE Low Budget Agreement.

PRESIDENT LOEB: Microphone 6.

DELEGATE LESLIE SIMON, Local 871: Mr. President, Leslie Simon from Local 871. I just wanted to take this opportunity to thank you for assigning the West Coast Legal Department to assist us in our dispute with the Association of Independent Commercial Producers.

Because our dispute, which has to do with a pretty simple principle, if a contract says that people are covered by our contract, then they are, in fact, covered by our contract. This has to do, as you know, with the production coordinators and assistant production coordinators who the entire commercial industry would like to pretend are not entitled, do not have union representation.

They have thrown a lot of legal paperwork at us in an attempt to overwhelm the Local. And because of your assistance and the assistance of Mike Miller and Jacob White, we've been able to develop a team to respond to the overwhelming paperwork.

We have disputes, as you know, with – or grievances pending with over 40 companies. We've filed our unfair labor practices over two years ago and still not had a hearing due to the dilatory tactics being used by very well-paid attorneys.

So I really thank you for the help that you've given us. We have our arbitrations coming up and hopefully we'll be able to get the result that we assume we will be getting. So thank you for your assistance.

PRESIDENT LOEB: You're welcome. And I'll be testifying in that arbitration, and I can't wait.

*(Laughter and applause)*

Microphone No. 3.

DELEGATE ROBERT RIGGS, Local 488: Mr. President, Bob Riggs, Local 488, Studio Mechanics in the great Pacific Northwest.

I just want to take a brief moment to thank International Representative Jamie Fry for helping secure a contract for the fourth season of "Z Nation," Asylum Go2 Media. It should have been an easy negotiation; it wasn't, but she persisted.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 1.

DELEGATE ANGELA JOHNSON, Loca 798: President Loeb, Angela Jonsson, Vice President, Local 798, and the Organizing Chair. Sorry, I'm losing my voice now.

Local 798 proudly participated in the organizing of the Spartan Team Challenge in Atlanta, Georgia. We stood with Local 479 and Local 600 gathering cards and putting up a picket line.

Local 798 wishes to thank Scott Harbinson for his leadership and guidance, as well as the organizers from our brother and sister Locals that continually show us the way, include us in their organizing efforts. Sometimes we have to work from afar but we try to get there.

Thank you once again, President Loeb, for giving Local 798 the directive to organize. We strive to fulfill that directive every day.

*(Applause)*

PRESIDENT LOEB: Thank you. And that's about growth and strength and every local union has the obligation to organize constitutionally.

Microphone No. 5.

DELEGATE MICHAEL GOI, Local 600: Mr. President, Michael Goi, Local 600. I just wanted to say thank you to Vanessa Holtgrewe. You are by far the best thing to come out of reality television; and everybody in the IA is better because you're with us.

*(Standing ovation)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Tradeshow & Display Work Department"

## IATSE TRADESHOW & DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow Department William Gearns, Jr., International Vice President C. Faye Harper, International Representatives Mark Kiracofe, Donald Gandolini, Joanne Sanders, Dan'l Cook and James Brett reported to the General Executive Board on developments in the Tradeshow Department since its last report in New Orleans, Louisiana.

*Local 838 Salt Lake City, UT*

In early April 2017, Local 838 with the assistance of Representative Kiracofe concluded negotiations with local general service contractors Modern Expositions and JP Display.

Highlights of this ratified agreement include increases in wages and benefits over the three-year term.

Following an investigation of Local 838's affairs and recommendations by Vice President Gearns and Representative Kiracofe, the International General Executive Board determined that a merger of the Exhibition Employees Local 838 into Stage Local 99 was in the best interests for the memberships of both Locals and is the subject of another report.

*Local 76 San Antonio*

Local 76 concluded a four-year renewal agreement with General Exposition Services (GES). Highlights of the renewal agreement include improvements to overtime entitlements, a reduction of hours needed for promotion to journeyman status and overall economic package increases in each year of the agreement.

*Local 205 Austin*

Local 205 concluded a four-year renewal agreement with GES. Highlights of the agreement include improvements to overtime entitlements, a reduction of hours needed for promotion to journeyman status, overall economic package increases of 3% in each year of the agreement as well as the introduction of language to address member competency issues.

*Local 127 Dallas*

The International continues to assist Local 127 in its relationship with third-party payroll and production company, Production Personnel Services (PPS), and an ongoing grievance relating to PPS's violations of the union security provisions of the Local's collective bargaining agreement.

*Local 415 Tucson*

Local 415's agreement with Conference Services International (CSI) expired in January 2016. At that time, CSI refused to bargain a renewal agreement, locked the Local out and hired replacement workers. In July 2016, a settlement agreement was reached that provided for backpay for twelve displaced union employees and an order to return to the bargaining table. After one bargaining session in April 2017, CSI declared an impasse and has since locked-out the Local once again. Numerous unfair labor practice charges have been filed and the Local picketed a recent CSI event. The Local is vigorously pursuing charges against CSI for its unlawful conduct.

*Exhibition Services Contractors' Association (ESCA) Labor Management Council*

The ESCA Labor Management Council met

during the annual Exhibitor Show held in Las Vegas in March 2017. At those meetings, Council members were updated on, among other things, the progress Representative Gandolini and others have made on the Power Point presentation titled, "Risk Management: Event Organizers Orientation to Work Rules & Regulations." The goal of the presentation is to educate event organizers on the value of using organized labor and how to avoid a violation of ESCA's own work rules. A final draft of the presentation is expected shortly for approval by the ESCA Board. The 2017 ESCA Summer Conference was held in June 2017. Attendees included tradeshow general contractors, unions representing exhibit employees as well as show and facility managers. The IATSE plays a key role in the organization with Representative Gandolini serving as co-chair of the Labor Council and Representative Kiracofe serving on the Education Committee. The conference included workshops on leadership, industry trends, workplace safety, new technologies and practices, and a point/counter point on the current application of labor law.

*ExhibitorLive 2017*

IATSE's Tradeshow Department attended the ExhibitorLive 2017 29th annual training conference in Las Vegas at Mandalay Bay in March 2017. Vice President Gearns as well as Representatives Cook, Gandolini and Kiracofe staffed the IATSE exhibit. The conference is the largest exposition for trade show and event suppliers in the country and attracted tradeshow exhibitors, event managers and marketers, many of whom are signatory to IATSE agreements.

*Tradeshow Events*

Representative Kiracofe assisted in facilitating the installation of the IATSE exhibit at the following trade events:
SIGGRAPH - Anaheim, CA
Live Design International - Las Vegas, NV
International Association of Exhibitors and Events Expo - Anaheim, CA

*Local 834 Atlanta*

Local 834 with the assistance of Vice President Harper concluded negotiations for a five-year renewal of the freight agreement with the Atlanta General Service Contractors. Highlights of the renewal agreement include increases to benefit contribution rates and wages in each year of the agreement retroactive to December 2016 as well as the introduction of contributions to the IATSE Training Fund.

*Local 10 Buffalo*

Local 10 with the assistance of Representative Gandolini concluded negotiations for a two-year renewal agreement with National Convention Services. Highlights of the renewal agreement include a 3% increase in wages in each of the two years of the agreement.

*Local 17 Louisville*

Local 17 with the assistance of Vice President Gearns continues its efforts to bargain a renewal agreement with its various trade show contractors. A renewal agreement was recently reached with GES and Herigate while negotiations with Shepard Expo, Paramount and Fern Expo remain ongoing.

*Local 7 Denver*

Local 7 with the assistance of Representative Cook concluded negotiations for a renewal of its area standard Exhibitor Appointed Contractor (EAC) agreement with nineteen area contractors. Highlights of the renewal agreement include annual increases in wages and benefits retroactive to January 1, 2017 and an expansion of the scope of the agreement to include the jurisdiction of Colorado Springs Local 62.

*Local 31 Kansas City*

Over the last year, Local 31 developed a tradeshow standard area agreement with the assistance of Vice President Gearns. The Local has recently been successful in adding signatories to this agreement, including American Tradeshow Services West, Coastal International, Exhibitor Associates, and Union Payroll Agency Inc., a UPA Production Company. The Local now has a total of eight employers signatory to its tradeshow standard area agreement.

*Local 42 Omaha*

Local 42 concluded a four-year renewal agreement with Freeman Expositions. Highlights of the renewal agreement include significant increases in benefits and wages over the life of the agreement, with retroactivity to January 1, 2017 for the increases applicable in year one.

*Local 50 Sacramento*

Local 50 with the assistance of Vice President

Gearns and Representative Cook continues its bargaining of renewal agreements with Sacramento Theatrical Lighting covering both stage and tradeshow.

Local 50 also recently concluded a renewal agreement with Freeman Expositions expiring in 2021.

*Local 67 Des Moines*

Local 67 is in the process of negotiating with Freeman Expositions to add Freeman as a signatory to its EAC standard term agreement.

*PSAV*

Vancouver Local 118 has recently been added to IATSE's national agreement with PSAV making that CBA an International Agreement.

In October 2016, Local 58 Toronto filed an application with the Ontario Labour Relations Board to represent PSAV employees working at the Sheraton Centre Hotel in downtown Toronto, Ontario. This is a major hotel with over 1,300 guest rooms and sixty-eight various ballrooms and meeting rooms. The October application was withdrawn but the Local re-filed in January 2017. The recent application is the subject of ongoing litigation. Final arguments are scheduled for August 2017.

*Freeman AV*

Representative Brett reported on the Tradeshow Department's efforts and strategies to further cultivate and strengthen IATSE's relationship with Freeman AV across the country.

## Organizing

*Local 834 Atlanta*

Local 834 conducted an internal organizing membership drive from November 2016 to May 2017 with a view to bringing into membership non-member workers covered by the Local's collective bargaining agreements. The internal organizing drive was a success and resulted in a 12% increase in the Local's membership.

*Local 39 New Orleans*

Local 39 was recently voluntarily recognized as bargaining agent for GES's freight work employees in New Orleans. Negotiations for a first collective bargaining agreement continue.

*Local 107 Oakland*

Local 107 commenced an organizing drive of employees working for Audio Visual Management Solutions (AVMS), a subcontractor providing tradeshow services at the Marriot/Oakland Convention Center. In April 2017, an election was held and the employees of AVMS voted 100% in favor of being represented by IATSE. Negotiations for a first collective bargaining agreement continue.

*Local 122 San Diego*

Nautilus Entertainment Design Inc. (NED) is a world class entertainment production design firm located in La Jolla, California that specializes in facilities lighting, audio and video designs. The bulk of their work is in the design of theatrical elements within cruise ships, casinos and theatres but they have also designed for amusement parks, corporate theatre, conventions and tradeshows. With the assistance of the Tradeshow Department, Local 122 was able to broker a voluntary recognition with NED and in the process bring in six new members from the design team. Local 122 signed NED to a local agreement.

President Loeb especially noted the Department's significant efforts in securing International and Nation term agreements particularly covering audiovisual work. He commended the Department for not only protecting its traditional booth, display and exhibit work but for expanding its footprint to hotels, arenas, and other venues that host meetings, conferences and conventions. The Department's willingness to adapt ensues the International's presence in the tradeshow and exhibition industries. President Loeb extended warm appreciation to the Department for their tireless efforts shoring up and expanding the International's exhibition footprint.

PRESIDENT LOEB: Microphone 7.

DELEGATE SCOTT STRAVITZ, Local 415: Mr. President, Scott Stravitz, Business Agent, Local 415, Tucson, Arizona.

Since January 2016, Local 415 has been locked out by Conference Services International. We have filed ULPs with the NLRB. We have walked or rolled on the picket line at their events in Tucson.

We want to thank Vice President Gearns and International Representative Gandolini for all their help and the support that the Local has received from President Loeb and the International.

Yesterday, while in this room surrounded by the positive energy of our sisters and brothers of this great union, the President and owner of CSI contacted me and has tentatively agreed to sign a collective bargaining agreement with Local 415. Thank you.

*(Cheers and applause)*

PRESIDENT LOEB: Microphone No. 3.

DELEGATE SALVADOR PONCE, Local 15: Mr. President, Sal Ponce, Local 15. I wish to thank Vice President Gearns and all of the Tradeshow Departments for the Freeman AV contract. This contract with its conditions and rates continues to inspire my members to seek audiovisual certifications and continues to grow our work.

*(Applause)*

PRESIDENT LOEB: Thank you, Sal.

Microphone No. 2.

DELEGATE ROBERT NIMMO, Local One: Mr. President, Robert Nimmo, Local One, Business Manager. President Loeb, on behalf of the entire membership of Local One, I'd like to thank Vice President Gearns for his diligence and success in acquiring the additional jurisdiction for Local One.

This agreement with PSAV provides that Local One will be the exclusive provider of riggers for all PSAV-controlled hotels in the Local One jurisdictions; and there are a lot of them. There will be no more subcontractors as has been the past practice.

Because of the strong relationship in New York City between PSAV and the Hotel Trades Council, Local One's dealings with both parties has been less than harmonious, to say the least. This agreement should go a long way to improving that relationship.

Local One appreciates the inclusion in the long negotiations that resulted in the agreement. And our members especially appreciate the significant wage bump that ETCP certified riggers will get when assigned to these calls.

Thank you, President Loeb, and thank you Vice President Gearns.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone No. 7.

DELEGATE JOSEPH LEE, Local 42: Mr. President, I'm Joe Lee, President of Local 42 in Omaha, Nebraska, and Sioux City, Iowa.

I'd like to thank Sister Joanne Sanders and International Vice President Bill Gearns for assistance in our two-year battle for our Local's desire to hold on to an auto show rate with Freeman Decorating. In the best interest of keeping the auto show in Omaha for years to come, we did away with the auto show rate; however, we gained raises across the board to offset the loss.

Thanks to Sister Sanders and Brother Gearns for ensuring Local 42's longtime brother and Business Agent and my mentor Bob Lane could sew up this unfinished business before stepping down as BA. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 2.

DELEGATE OMAR SABEH, Local 107: Omar Sabeh, Business Manager of Local 107, Oakland, California.

I'd like to thank Vice President Gearns for assigning Carlos Cota and Dan'l Cook to our AVMS in-house AV technicians organizing drive in Oakland, California, at the Marriott Convention Center. In 2015, two technicians came to us desperate, looking for help, looking for representation. By mid-2016, it was 28 technicians across three IATSE territories and 15 hotels and convention centers.

April 28th of 2017, we won the vote for the Oakland Convention Center by a hundred percent, all voting yes for IA. Our certificate of representation was on May 1st, 2017. AVMS, Hobie Fugate, the CEO, unfortunately is not bargaining in good faith. We filed multiple ULPs against Hobie Fugate and actions to get him to come to the table. Carlos Cota and Dan'l Cook have been pivotal in getting him to the table, along with Bruce Harland from Rosenfeld Legal Services.

I appreciate all the support that IATSE has given us. And, Carlos, you showed up on weekends for these guys to barbecues when you could have been with your family. They really appreciated that. You went the extra mile. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE NIKKI COMBS, Local 205: Mr. President, Nikki Combs, Local 205, Austin, Texas. Would like to thank you for assigning Representative Don Gandolini to assist us in our contract negotiations with GES.

I'd also like to extend special thanks to Don Gandolini for his continued guidance and assistance. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

Microphone 7.

DELEGATE GINA SALAMON, Local 62: Mr. President, Gina Salamon, IATSE Local 62 of Colorado Springs, Colorado and Pueblo.

I would like to thank you for assigning Representative Cook to help with the EAC Area Standard negotiations with Denver and Colorado Springs. I would also like to thank Denver Local 7 for including me in their negotiations. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Communications Department" (Gavel)

## IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Emily Tao updated the Board concerning the activities of the Communications Department since the Mid-Winter Meeting of 2017 in New Orleans, Louisiana.

Director Tao began by noting several changes to one of the IATSE's most prominent modern communication platforms—the IATSE website. Director Tao led the website revisions with outside web developers. The IATSE website homepage was updated in May. It has been five years since the website was fully redesigned and this update helps users navigate the site more efficiently. A redesigned navigation menu allows users to more easily access each of the website sub-pages. The homepage can be more easily viewed and the search bar is highlighted. These changes make it easier for users to see more content. With this reformatting, updates can be made to the homepage more easily. Director Tao thanked General Secretary-Treasurer Wood for his forethought in sharing user concerns and remaining involved with this project.

The IATSE's social media platforms including Twitter, Facebook, and Instagram continue to support organizing campaigns and political action. The Department has also promoted the IA's many achievements and resources during the last six months. While receiving more attention from viewers, IATSE social media networks steadily grow. Content that resonates most broadly with the IA's followers and supporters is typically related to workplace safety, activism, political action, organizing, and entertainment industry culture.

The official IATSE Facebook and Twitter accounts were verified in June and April, signifying to members and the public that these are the authentic pages of the IATSE. Since January, the IATSE Twitter page has hit 10,700 followers (a growth rate of several followers every day). Yet the reach of the IA's posts extends beyond followers. On Twitter, an "impression" measures the number of times that a particular tweet has been seen (i.e., when viewers witness the stream of tweets on a Twitter webpage). Popular IA tweets included calls to action for the recent 2017 Women's March, which had more than 25,000 impressions and a petition to save the U.S. government funding for the National Endowment for the Arts (NEA) at more than 8,500 impressions. A tweet featuring members of the IA at the Triangle Shirtwaist Factory fire commemoration in support of workplace safety made more than 7,000 impressions, and a tweet about the union-made Oscar awards was another top tweet, with almost 9,000 impressions. The most popular tweet by a wide margin related to Andrew Puzder's withdrawal from consideration as U.S. Labor Secretary. A culmination of successful organizing, political activism, and publicity, that tweet appeared almost 195,000 times.

More than 23,000 people have "liked" the IATSE Facebook page. Examples of recent top Facebook posts are entertainment and arts organizations opposing the U.S. government's proposed cuts to arts funding (which reached almost 54,000 people); and the IA's participation in the National Association of Letter Carriers' Stamp Out Hunger food drive (which reached more than 50,000 people). Other posts on day-to-day topics of interest to the IA's audience have reached

many more thousands of viewers.

Social media offers a simple, efficient way to recognize the time and effort that the IA and Locals put into bettering the lives of IATSE members. Social media publicity can also push our membership toward greater activism (e.g., attending rallies, staying politically informed, signing a petition). The Communications Department expressed its thanks to the many members and local unions who have offered their photos and content to promote the work of the Alliance on social media.

It was next reported that the IATSE email program continues to take advantage of the features offered by our Action Network platform. It has been invaluable in bolstering communication to local unions. As reported at previous meetings, Action Network allows granular targeting of audience lists (emails can be grouped by congressional district and zip code). It has numerous features that have been used for digital campaigns, such as a letter-writing campaign function. IATSE local unions have also started using Action Network. As of June 2017, six Locals are using it. The Communications Department will assist any local unions that are interested in beginning to work with Action Network. Interested Locals may contact the General Office.

To facilitate the transition to Action Network, the Communications Department assembled an email and digital organizing guide. This publication, is one of a series of communication guides available to local unions. Like the popular social media and netiquette guides, the email and digital organizing guide is available on the IATSE website and can be distributed through social media and email. This guide is best suited for local unions already using Action Network or with prior experience using email platforms. The guide includes tips about email writing and an extensive checklist of characteristics that all emails should include. It also covers petitions, letter-writing campaigns, and other digital campaign tools that are tied to Action Network.

The Department has continued, in conjunction with the Political and Legislative Department, to encourage political education and action. In recent months, political alerts and updates were emailed on behalf of the Political and Legislative Department including alerts to members about the recent Supreme Court nomination, health care legislation, and a special Congressional election in Montana. Canadian emails have also been distributed via location-targeting. In the last few months, the Department has assisted the Education and Training Department by providing updates to members about numerous spring and summer safety initiatives including OSHA events, Workers' Memorial Day, and the Heat Illness Prevention campaign.

Director Tao reported that the Communications Department contributes to educational opportunities as educators and students. Department representatives have recently attended trainings titled, "Managing to Change the World," which teaches the basics of effective management; the "Organizing 2.0 Conference," which covered many digital organizing topics and provided preparations on text message and video for organizing; and "Public Narrative Training," which focused on how to communicate an organizer's story. In March 2017, the Department attended the AFL-CIO Department of Professional Employees' panel, "How to Communicate with Millennials." The program offered a unique lesson on how millennials (referring to individuals born between the early 1980s and mid-2000s) view unions and the labor movement. The panel addressed the importance of labor education to the millennial generation, because there have been no major workplace strikes that millennials have experienced in their lifetime, and they have grown during a period of declining union density.

The Department remains apprised of various communications matters related to organized labor's push for political action. Director Tao attended AFL-CIO sessions with representatives of other affiliate unions to reflect on experiences and ensure U.S. labor organizations are united going forward. This included a "Deep Dive Discussion" on June 5, 2017 where AFL-CIO affiliate unions spoke about best practices stemming from their experiences mobilizing members with digital tools. Speakers concluded that email is still a primary driver of membership action. Others reported on their use of Facebook communications during the 2016 election. The discussion highlighted the importance of constant social media interaction and the necessity of connecting with union audiences and encouraging them to action.

The Department also attended the AFL-CIO's most recent discussion on union messaging. Affiliate unions identified the latest research on terms and talking points that are important to working men and women. Research has shown that certain narratives and messages are more apt to demonstrate that unions provide stable jobs and benefits, allowing Americans the freedom to support their families and live a long, dignified life.

The Communications Department's work over the past six months has also included its routine duties like press relations, social media content management,

digital strategy, and communications guidance for local unions. The Department continues to promote breaking news and labor movement messages, such as posting support of the Broadway casting directors' right to join a union. Emerging information has been circulated to tens of thousands of followers in the past several months. The Department also assists International staff wherever possible, offering press release language or editing campaign content, including recent materials related to organizing. The Department also widely publicizes the Education and Training Department's opportunities and upcoming trainings to better promote a culture of continuous education throughout the Alliance.

Department Director Tao concluded by recapping the Department's several major accomplishments during the last few months—a website redesign, expanded social media reach, a new email and digital organizing guide for local unions. She noted that the Department continues to raise the profile and workplace professionalism of IATSE members and local unions through the IA's many communications platforms. She encouraged members and Locals to send photos, video, and content of members doing their great work. When IATSE members are featured, it proves that our Union provides people the freedom to live dignified and fulfilling lives.

Director Tao thanked the local unions and members who have sent photos, news, videos, and events to share. She thanked the members of the Board, the Department Directors, and International Representatives for their support and willingness to provide feedback and advice.

Finally, Director Tao thanked President Loeb for his guidance and commitment to union communications, which have supported the IATSE and its activities.

President Loeb applauded the Department's hard work. He noted that the Communications Department has become an integral contributor to the Alliance's campaigns, political programs, and overall solidarity. It has consistently worked to refine its programs and improve upon the most appropriate ways to reach the IATSE's membership.

"IATSE Education and Training Department"

## IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams and IATSE Craft Advancement Program (ICAP) members Alan Rowe and Kent Jorgensen reported on the recent activities of the Education and Training Department. In beginning the report, Director White noted that over the past four years since our last IATSE Convention the Department's overarching goal has been to create a culture of continuous education throughout our union. Keeping the Four Pillars of Success—Leadership, Skills and Safety, Communication, and Activism always at the forefront.

### Craft Skills and Safety Training

*InfoComm /Audio Visual Training*

International Representative Ben Adams reported on the IATSE Training Trust Fund partnership with InfoComm giving a snapshot of the IATSE/InfoComm Audio Visual Essentials course, from pre-class preparation to classroom and hands-on instruction, to testing and final on-line courses. Representative Adams also noted that he has been working with InfoComm I.T. to help streamline the administrative process of registering students and to enable students to access InfoComm Online courses more easily.

Representative Adams, with the assistance of Luz Vazquez at the Training Trust Fund, has expanded and updated the AV Essentials Textbook and created a new workbook for the program as well as new class PowerPoints and other materials. IATSE Audio Visual Essentials Instructors Gary Dejidas (Local 631), Toby Payne (Local 336) and Jennifer Bacon (Local 15) were instrumental in crafting this new edition. Locals interested in scheduling an Audio-Visual Essentials training should book by contacting the Training Trust Fund at info@iatsetrainingtrust.org or International Representative Ben Adams at badams@iatse.net.

Representatives of the Education and Training Department recently attended the InfoComm Tradeshow which ran from June 12-16, 2017 in Orlando, Florida. IATSE Craft Advancement Program members Kent Jorgensen and Alan Rowe taught a class called "Safety in Entertainment Production: Safety Culture and Resources" and on the Live Events stage on the show floor, Representative Jorgensen taught a series of short rigging demonstrations. Director White participated in the Women in Audio-Visual networking breakfast, and the group attended several meetings of the InfoComm Live Events Council.

All IATSE members are eligible for free memberships in InfoComm, and local leaders are encouraged to promote the partnership to their

members. The Department hopes to broaden participation by IATSE members in this partnership. As of June 16, 2017, there are 3,629 IATSE members enrolled as members of InfoComm.

*IATSE Craft Advancement Program*

The ICAP is happy to welcome a new member - Peter Donovan of Local One. Brother Donovan was appointed by President Loeb to replace Brother Paul Dean, Jr. who recently resigned due to his heavy work load as Business Manager of Local One. The other members of the ICAP are Joe Aldridge, Local 720; Representative Jorgensen, Local 80; Sheila Pruden, Local 839; Eddie Raymond, Local 16; and Chairman Rowe from Local 728.

Since the last General Executive Board Meeting the ICAP has been busy with the Occupational Safety and Health Administration Alliance. Our outreach to OSHA Inspection and Compliance Officers has been quite successful with five recent training sessions in Reno, Las Vegas (2 sessions), Charlotte, and Raleigh reaching almost 100 OSHA staff. Nevada Governor Brian Sandoval recently signed into law a requirement that all workers in the Entertainment Industry must get their OSHA 10 cards within 15 days of starting work in Nevada. While initially, this may be inconvenient, it will raise the level of safety and professionalism within the industry, and soon become standard.

The IATSE was the only labor union to sign on as a sponsor of and participate in the OSHA "Safe and Sound" Campaign this past June. The Education and Communications Departments worked together to promote the National Safety Council's June safety-awareness month information and OSHA's heat Illness prevention program as part of the IATSE's overall worker safety program. All this information is on the IATSE website, and the heat illness information, especially, is important and interesting on an ongoing basis to any Locals with members working outdoors this summer.

With help from David Keim and Maryanne Martin from OSHA's St. Louis Area Office, the Alliance facilitated an OSHA exhibit booth at the USITT conference in St. Louis this past March. OSHA reps answered questions from attendees, who are mostly university teachers and students, and provided literature regarding common workplace safety issues. It is important for young technicians to be safety-conscious from the beginning of their careers.

The IATSE's involvement with industry standards-writing is important and ongoing. In early June, Brothers Eddie Kramer (Local One) and Rowe (ICAP Chair/Local 728) attended the National Fire Protection Association (NFPA) Conference in Boston. The NFPA is the organization that is responsible for the National Electrical Code (NFPA 70), Life Safety Code (NFPA 101), the Standard on Motion Picture and Television Production Studio Soundstages, Approved Production Facilities, and Production Locations (NFPA 140) and several other standards which affect our work and workplaces. At the conference's Technical Session, the IATSE's voice was heard regarding outstanding questions on different codes up for renewal in 2018.

The Department is also busy with Entertainment Service and Technology Association (ESTA) and the Technical Standards Program (TSP). ESTA's Technical Standards Program is the only American National Standards Institute (ANSI) accredited program dedicated to the needs of the entertainment industry. The TSP is essential to the entertainment industry and our input is necessary not only to protect the interests of the IATSE and its workers, but also to keep the industry safe and strong. These standards prevent accidents, protect lives and property, save time and money, solve problems, and enhance creativity.

The TSP currently has nine Working Groups: Control Protocols, Electrical Power, Event Safety, Floors, Fog and Smoke, Followspot Position, Photometrics, Rigging, and Stage Lifts. Locals are encouraged to join ESTA and be part of the process. Participation in the working groups is optional and can range from sending members who are subject matter experts to meetings (either in person or via teleconference) to having their experts review the proposed standards during the development process. Input from the people who are doing the work is essential to having standards that benefit the industry. If a standard is not practical in the real world, then the industry is denied an opportunity to increase efficiency and safety.

For more information on ESTA and the TSP and how you can help, please visit their website at www.esta.org.

*Entertainment Technician Certification Program (ETCP)*

As of June 16, 2017, the number of ETCP certifications is as follows:

Arena Rigging: 1035 (+31 new certifications since January GEB)

IA Arena Rigging: 642 (+16 new certifications since

January GEB)

Percent IATSE: 62% (same)

Theatre Rigging: 741 (+19 new certifications since January GEB)

IA Theatre Rigging: 349 (+4 new certifications since January GEB)

Percent IATSE: 47% (was 48% at January GEB)

Entertainment Electrician: 607 (16 new certifications since January GEB)

IA Entertainment Electrician: 439 (+15 new certifications since January GEB)

Percent IATSE: 72% (was 71% at January GEB)

Portable Power Distribution Technician: 39 (+2 new certifications since January GEB)

IA Portable Power Distribution Technician: 22 (+1 new certification since January GEB)

Percent IATSE: 56% (same)

Total certifications: 2422 (+72 new certifications since January GEB)

Total IA certifications: 1452 (+37 new certification since January GEB)

Percent IATSE: 60% (same)

As a union, the goal is that the most skilled and the safest technicians are IATSE technicians. IATSE workers need to be qualified for any and all available jobs, including jobs that require certifications. The total number of certifications grows each time it is reported to the Board, but the percentage of total certifications continues to hover around 60%. Local unions must encourage qualified members to take the test and become certified. This is true in all areas, but especially for Theatre Rigging, where IATSE members hold only 47% of the certifications. The Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests and the amount of the reimbursement has been raised, so that the complete $550 exam fee is covered for those who pass.

## Union Leadership Training

Assistant Director of Education and Training Department, Robyn Cavanagh, reported on the leadership development and union skills program of the Officer Institutes 1.0 and 2.0.

Since May 2014, there have been thirteen Officer Institutes with 597 graduates from 174 Locals, which represents over 92% of the IA membership. Over half of the IA members have had more than one officer attend the course. Since the last Board meeting, classes have been held in Denver and Baltimore, adding those two cities to those that have previously hosted the program--Philadelphia, Chicago, Los Angeles, Calgary, New York, Atlanta, Las Vegas, Toronto, Cambridge, Austin and Vancouver. In every one of these towns, the assistance of the local unions was instrumental in making the week a success, and we thank every single Local involved for their always-warm hospitality.

In addition to the Original Officer Institute, there have been six 2.0 classes: three Advanced Secretary-Treasurer classes (90 participants) and three Organizing classes (84 participants) – for a total of 174 students from 77 Locals.

Both levels of the Officer Institute teach skills and practices that help develop stronger leaders.

The report acknowledged not only the rigorous content of the programs but highlighted how the students themselves, and their engagement and commitment to their Locals and workers gives life to the training. As President Loeb often remarks at graduation, this program will lead to stronger Local leaders and greater IATSE strength for the future.

The Remaining 2017 Officer Institute Dates and Locations are as follows:

Officer Institute 1.0 – October 16 – 20, 2017- Orlando, FL - both US and Canadian locals

Officer Institute 2.0 – November 29 – December 1, 2017 - Los Angeles, CA

All 2.0 classes open to both US and Canadian local union officers

TWO DIFFERENT COURSES are offered at EACH 2.0 SESSION:

Advanced Organizing and Secretary-Treasurer Training

*Education Sessions at the 2017 Convention*

Assistant Director Cavanagh reminded the Board that there will be two education sessions held as part of the 2017 Convention: “Developing a Craft Skills and Safety Training Program in Your Local Union” and “Developing a Leadership Training Program in Your Local Union”. All delegates will have the opportunity to attend both classes, split into two groups. Locals One—500 will attend the Craft and Safety Program first, at 1:30 p.m. in the Atlantic Ballrooms 2 and 3. At the same time, Locals 504—F72 will attend the Leadership training in Diplomat Ballrooms 1, 2, and

3. At 3:00 p.m., the groups will switch rooms and the sessions will be repeated. Materials and resources will be described and distributed and all delegates and guests are invited and encouraged to attend. Growing your Local's leadership capacity and growing local Craft and Safety Training programs builds our Four Pillars, and through this growth, we are stronger.

*IATSE Staff Training*

In April, President Loeb, General Secretary-Treasurer Wood, the General Executive Board, all International Representatives and other key staff attended annual staff training, held this year at the Tommy Douglas Conference Center near Washington, DC. The three-day training focused on preparing for the 68th Quadrennial Convention including logistics and staff responsibilities, leadership, and communications development. A half day was spent working with Cornell University's Worker Institute refining a new curriculum called ReSET. ReSET deals with how changes in technology, business, and worker demographics affect the entertainment industry and the workers we represent. Elements of this program will now be customized for the IATSE and incorporated into the COMET training, including a version of COMET for Motion Picture and Television. These trainings will be available to local unions for engaging members in strategies for growth and strength.

*The Labor Education Assistance Program (LEAP)*

This program provides reimbursement to officers, officials, trustees, and Executive Board members of local unions to enroll in one labor-studies course per year. Information about LEAP is available on the IATSE website. The total program spending as of June 8, 2017 is $78,630.12 in Canada and $207,123.04 in the U.S. for a grand total of $285,753.16. Local officers are reminded that this benefit is available through the International, and are encouraged to visit the Education and Training booth at the Convention, where they can be directed toward courses and schools that may be beneficial to them and their fellow officers.

*lynda.com*

Premium annual lynda.com subscriptions continue to be available at a significant discount to all IATSE members enrolled through their local unions. The most important announcement regarding this program is that it will continue for a third year at the same price–$25 per IATSE member for a one-year subscription.

These subscriptions can cost up to $359 per year, but IATSE members in good standing and local union staff can purchase the discounted $25 subscriptions through their local unions. Year three subscriptions begin September 1, 2017 and end August 31, 2018. Information about year three for both continuing and new members and Locals has been emailed to all local unions. It also can be found on the IATSE website, in the Bulletin, and at the Education and Training Department booth in the Convention tradeshow.

To date, over 5,400 members are enrolled in lynda.com. In this second year of the program, members have viewed over 21,392 videos and earned over 2,543 certificates of completion, in courses that improve both craft related skills and leadership skills.

*IATSE Road Show*

This presentation, which teaches the connection between strong unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a city to present to their members. Family, friends, and other community members are also welcome. Attendees come away with a much greater appreciation of both the union movement and the local union's role in it. There are versions for both Canadian and U.S. Locals. On April 22, 2017, the Roadshow was presented at The Animation Guild in Burbank, California. Interested local unions may contact Jennifer Halpern, jhalpern@iatse.net in the IATSE office to bring this presentation to their town.

Student Outreach

*Roundabout Theatre*

IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to New York City's school population. These programs aim to break down barriers that prevent young adults from joining the industry, creates tangible pathways for economically disadvantaged students into satisfying and sustainable careers, and cultivates a more diverse technical theatre workforce.

"Hidden Career Path Days" will begin their sixth year in the fall. This program exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers, and educates students about why the IATSE and unions generally are important. Since the winter GEB meeting, students experienced interactive mini-lessons taught by IATSE member-volunteers about Front of House, Wardrobe, and Hair and Make-up, as

well as tours of the American Airlines Theatre, The Lyric Theatre, The New Amsterdam Theatre, and The Gershwin Theatre.

The second and newest education program partnership between the Roundabout and IATSE is the Theatrical Workforce Development Program (TWDP). The fellows of this technical theatre training program have concluded ten months of hands-on training in the areas of stagecraft, electrics, sound, wardrobe, and hair and makeup. In January, each of them were matched with an IATSE professional as a mentor. The goals of the mentorship phase of the program are to foster open communication and dialogue between successful and experienced IATSE technicians with the students; to provide support in locating and accessing industry resources and other professionals in the field; and to help the students build their professional network. In the second year of the program, the fellows will continue to hone their skills via on-the-job training, with placements in entry-level jobs at non-union employment partner theatres and shops. A new cohort of fellows will begin the program in fall, 2017. Anyone interested in helping or in becoming a mentor can contact Jennifer Halpern, jhalpern@iatse.net at the IATSE General Office.

Director White noted other student outreach activities as well. On March 9, 2017, Jennifer Halpern, Education Outreach Coordinator, along with Local 600 Business Representative Vincent Galindez, and Local 52 Member Brendan O'Brien attended the Central Labor Council's First College and Career Fair: Future in Focus, held at the United Federation of Teachers.

On April 26, 2017, Coordinator Halpern along with Local 764 Trustee Kimberly Butler-Gilkeson presented an introduction to the costume related jobs to a group of costume majors at Montclair State University Department of Theatre and Dance.

Outreach of this type not only enriches the lives of the students, but also lays the groundwork for a strong union culture, improved industry diversity, and a positive image for the union in the community.

President Loeb observed that 92% of all Locals in the International have received training either through the International's Officer Institutes, the LEAP, or District Education Sessions, which is remarkable.

He noted his pleasure with the International's culture of training and education. He repeated what he has said often at meetings of the International - the officers and representatives of the International are the best trained of any labor organization. He commended the Department for all of its efforts dedicated to educating and training the members of the International and looks forward to continuing endeavors.

PRESIDENT LOEB: Microphone 7.

DELEGATE IAN FOULDS, Local 873: Mr. President, Ian Foulds, Local 873. In the spirit of brevity, I'd like to thank the entire organization for their longstanding and hopefully continued support of ESTA and ETCP and the standard writing programs that they have, and especially Brother Alan Rowe for his hard work. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Broadcast Department"

## IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England, International Representatives Stephen Belsky, John Culleeny, and Fran O'Hern reported on the activities of the Broadcast Department since the Board's last meeting in January 2017.

The Department offered a summary of recent broadcast industry developments. It was reported that the Federal Communications Commission's (FCC) auction of portions of the U.S. broadcast spectrum is complete. Now, the repacking of station assignments has begun. The FCC has eased previous caps on station ownership during this process and aggressively pursued new regulations from the Advanced Television Systems Committee (ATSC) on new over-the-air broadcast standards for transmission. It is expected that current antenna-to-antenna transmissions will be gradually replaced with a new ATSC standard. Over-the-air signals under the new standard are expected to be Internet protocol (IP) based, allowing broadcast stations to transmit several video streams of different bandwidths at the same time.

The new system could include beneficial features (like higher resolution, higher frame rates wide color gamut, immersive sound, and the capacity to reach mobile devices). It is also expected that devices could transmit data back to broadcasters, which could allow local stations to offer on-demand programing, pay-

per-view content, conditional access, digital rights management, and a hybrid delivery of broadcast and broadband combined with pushed content. Pushed content could allow targeted advertising based on viewing habits. Without meaningful privacy laws, the system could allow data collection, commodification of data, and possible data sales by broadcasters. Depending on final FCC rules it is ultimately likely that over-the-air signals, which were once free will need user accounts and a device to unencrypt the signal.

These industry changes are expected to have a dramatic effect on local television stations and their business models. Prominent media conglomerates, aided by the FCC expansion of caps on market reach, have been eager to acquire more stations. One group, Sinclair Broadcast Group, has made a push to penetrate 75% of all American households. Critics view this as an attempt to form a new conservative media voice by pushing conservative content on local news. It was noted that Local 600 has been trying to conclude negotiations with Sinclair in several markets for IATSE news camera people. The Local is planning efforts to educate the public about the dangers of granting a single group such power over media and technology.

The Department also reported upon matters involving several broadcast Locals during the past six months. In the San Francisco Bay Area, Local 119 recently entered negotiations with SAMMCO Crewing for a successor Agreement. Increases in wages and benefits were achieved along with strengthened conditions and an increase in compensation for paid time off. The Local now has a full-time Business Agent to handle the needs of the Local going forward.

The IATSE's most recently chartered broadcast Local is Local 317 in Indianapolis, Indiana. Members there petitioned the IATSE for a charter, which President Loeb granted. Their constitution was recently submitted to the General Office for President Loeb's final approval. Upon receiving President Loeb's approval, constitution was implemented by the membership of Local 317. It was noted that even though Indiana is a right-to-work state, approximately 85% of the people in the Indianapolis broadcast market have applied for membership in the Local. Department Representatives have continued to assist Local 317 in organizing more work in Indiana and bringing that work under contract. Freelancer work for Program Productions in Indiana and the Big Ten Network at Indiana University and Purdue University will now be covered by an IATSE agreement. In addition, the Local's members have continued to enjoy the wages and benefit contributions earned through their work under the IATSE's contract with Fox SportsNet Indiana.

In the State of Minnesota, Local 745 launched an organizing drive and secured representation cards from a vast majority of employee working on NBC Sports Network (NBCSN) hockey productions. The bulk of the hockey events occurring in Minnesota are broadcast by regional sports network Fox Sports Net North. NBCSN nonetheless airs approximately eight shows per year nationally under its rights agreement with professional hockey. Most technicians work on productions for both networks. However, NBCSN hired the technicians a non-union basis. The IA filed a petition with the NLRB for an election. However, NABET-CWA has responded with a complaint under Article XX of the AFL-CIO constitution alleging that it represents employees working on the NBCSN productions. The NLRB has stalled the petition pending outcome of the AFL-CIO process.

Local 745 also has a case pending at the NLRB in Washington concerning in-house broadcast technicians working for the Minnesota Timberwolves. The NLRB has yet to make a ruling on whether those technicians have been misclassified as independent contractors. In the meantime, the Local has been working with its local central labor council to reach out to the team and the Minneapolis City Council, which provides a great deal of public funding to the team's facility to raise publicity of this pending issue.

The Texas, Arizona, Los Angeles, and San Diego markets are now under one central IATSE collective bargaining agreement. After a strenuous and challenging series of negotiations, these four jurisdictions are now united under a solitary contract. Both parties were diligent throughout these negotiations to ensure compliance with the various federal and state regulations. Following the negotiations, the Broadcast Department has continued expending its resources in implementing the contract. Labor-management meetings are now regularly scheduled under the contract and results have been positive.

The Broadcast Department's representatives, with assistance from members of Local 414 in Milwaukee and Local 745 in Minneapolis, recently organized the Big Ten Network's technicians working on broadcasts at the University of Iowa, as well as technicians who travel for the Big Ten Network as part of the core crews for college football coverage, including pregame coverage. IA Representatives met with representatives of Big Ten Network in June to negotiate terms to cover this work and to make accommodations for situations

unique to each bargaining unit. With these additional terms in place, broadcast work at six of the Big Ten's fourteen member institutions is now done under an IATSE contract.

Last June, the Broadcast Department began an organizing drive involving employees working on productions for the National Hot Rod Association (NHRA). The IATSE prevailed in an NLRB election. However, several ballots were challenged during the election process. Additionally, the NHRA discharged pro-union employees prompting unfair labor practice charges to be filed. The NLRB continues to investigate the unfair labor practices and the Department is optimistic that it will prevail in all respects.

It was also reported that the IATSE continues its on ongoing four-year battle with Golf Channel. At the same time the IATSE's first Golf Channel contract was ratified a decertification petition was filed. The contract took effect but the decertification election was also held. The IATSE prevailed in the election but both the employer and the IA filed objections and enough ballots were challenged to affect the outcome of the election. The NLRB eventually ruled that Golf Channel had made errors and the election must be rerun. Meanwhile, the IATSE filed several unfair labor practice charges against Golf Channel because of its inaccurate and untimely contributions to the IATSE National Health Fund, failing to pay employees certain expenses, and failing to provide information to the Union. A settlement was reached on all charges and the Employer was required to notify employees of their legal rights. During this time, approximately two hundred people who had no access to employer-sponsored health care became covered under the IATSE National Health and Welfare Fund.

The Broadcast Department is now engaged in bargaining a new contract with Golf Channel. The Employer has presented several proposals that are problematic and could rollback employees' income and benefits. It was reported that the Department will continue to work through those issues. Meanwhile, the Department has provided steward training to several people and strengthened its network on the ground.

The rerun decertification election has been scheduled. Ballots will be mailed out July 10, 2017 and counted at the NLRB Atlanta Office on August 29, 2017. IA Broadcast representatives will be out in force making personal contacts with our unit members in the field.

Finally, it was reported that several other collective bargaining matters have been concluded during the past several months. The rights holder agreements in the Western Region have been negotiated and ratified. The Department will next negotiate successor contracts with the multiple local and national crewing contractors in each of its markets. The IATSE also signed a new contract with Castle Way Productions covering multiple jurisdictions. During the last six months Broadcast representatives have also been assisting Locals in identifying companies that come to our regions. When the Locals report these companies to International Representatives, it has led to new organizing opportunities involving one-off shows and various companies. This has led to success in many regions as our Locals and Department Representatives work together.

President Loeb thanked the Department for its comprehensive report and its crucial work. The importance of sustained organizing efforts cannot be overstated and the IA will continue its fight on behalf of freelance technicians whenever they seek representation.

PRESIDENT LOEB: Sorry, hold on. Microphone No. 1.

DELEGATE GREG CALVIN, Local 100: Greg Calvin, Local 100, New York, Broadcast.

Mr. President, I'd like to thank you, the International, and all of the many IA Locals who have helped the sports broadcasting Locals grow over the past 19 years in the IATSE. We are the leaders in the field with ten sports broadcast Locals across the United States, along with the L.A. Craft Locals and the Studio Mechanics Local 487 in the Mid-Atlantic. We are covering 18 professional sports markets, numerous collegiate venues, and the Golf Channel. Wages and benefits have increased and we look to have more growth and strength in the future.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Canadian Affairs Report"

## IATSE CANADIAN AFFAIRS REPORT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International

Representatives Julia Neville, Jason Vergnano, Krista Hurdon and James Brett, Canada Labour Congress (CLC) Delegate Siobhan Vipond and Canadian Legal Counsel Ernie Schirru, reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in New Orleans, Louisiana (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a multitude of tasks including local engagement, activism, organizing, bargaining, communication, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

*Local 56 Montreal – Stage*

In August 2016, Local 56 was certified by the Quebec Labour Relations Board to represent truck drivers employed by Solotech, one of Canada's largest light, sound, video and rigging contractors operating out of Quebec. Upon certification, Solotech went ahead with earlier plans to contract out its trucking operations out to a third party that was signatory to the Teamsters. The Local responded by filing an unfair labour practice complaint. This initial certification was also part of a larger organizing drive by the Local to represent all Solotech employees. The Local filed two additional certification applications in respect of Solotech's shop employees and touring technicians in late 2016. After several days of litigation at the Quebec Labour Relations Board, the Board determined that Solotech's decision to contract its trucking operations to a third party signatory to the Teamsters did not amount to an unfair labour practice. The Board also determined that one bargaining unit consisting of both shop employees and touring technicians was the appropriate Solotech bargaining unit based on the evidence at the hearing. In the result, the Board also determined that the Local did not have sufficient employee support for card based certification or a representation vote.

*Local 118 Vancouver – Stage*

With the assistance of the International and the International Defence Fund, Local 118 filed an application for certification with the British Columbia Labour Relations Board to represent Spectra Venue Management (formerly Global Spectrum) employees working at the Abbotsford Centre Arena in November 2016. The certification application named both Spectra Venue Management and the City of Abbotsford as responding party. The Local also filed a simultaneous single/related employer application as well. In the days leading up to the start of litigation, the parties engaged in settlement discussions spearheaded by International Vice Presidents Michael Barnes and John Lewis. These discussions resulted in the Abbotsford Centre Arena being incorporated into and covered by the International's International Agreement with Spectra subject to some minor variances for local community events.

*Local 295 Regina / Moosejaw – Mixed*

With the assistance of the International, the Local settled contract language relating to Evraz Place which is a 102-acre site in the heart of Regina, Saskatchewan. The contract language also secured the Local with jurisdiction over the newly constructed 33,000 seat Mosaic Stadium which will be the new home of the Canadian Football League's Saskatchewan Rough Riders for the 2017 football season. The unofficial opening of the venue was scheduled for May 27, 2017 with a Bryan Adams concert being the first major event. In the weeks leading up to the concert, Evraz management began raising questions as to the skill level of the Local 295 members and the ability of the Local to crew large stadium events. The Local was then advised that a non-union labour supplier had been contracted to crew the Bryan Adams concert. A strategic plan was formulated to re-claim this work and Representative Jim Brett was assigned to assist the Local in its dealings with Evraz management. Evraz management reconsidered its position to contract the work out. The Local successfully crewed all calls associated with the Bryan Adams concert.

*Local B-173 Toronto/Hamilton – Theatre Employees – Special Departments*

As previously reported, Local B-173 has successfully organized front of house and box office employees working at the Toronto International Film Festival Bell (TIFF) Lightbox's multi-use entertainment and event space in Toronto. In March 2017, the Local added to its bargaining rights with TIFF by filing an application for certification to represent facilities attendants. The Ontario Labour Relations Board subsequently certified the Local as the exclusive bargaining agent for these facilities attendants while TIFF has agreed to include these employees in its existing collective agreement with the Local.

*Local 634 – Northern Ontario - Mixed*

Local 634 continues to grow at an impressive pace

as it continues to secure jurisdiction in the burgeoning motion picture and television industry in Northern Ontario. In April 2017, the Local launched its first health and welfare benefit plan and joined the IATSE Canada Health Plan. It also is part of the National Retirement Plan. The Local also continues to offer training and will once again co-host the Northern Ontario Training Symposium scheduled for September 2017 along with training facilities, industry suppliers and other labour organizations.

*Bargaining*

Vice President Lewis confirmed the Canadian Office continues to be active in assisting Locals in collective bargaining agreement negotiations and provided highlights of the Canadian Office's recent efforts in this regard.

*Local 63 Winnipeg – Mixed*

Local 63 requested and received assistance from the International in bargaining a successor agreement with Christie Lites for its Winnipeg shop. Highlights of the new three-year agreement include wage increases in each year as well as the introduction of Registered Retirement Savings Plan contributions and Health and Welfare Fund contributions.

The International also assisted Local 63 in settling a new three-year collective agreement for the Prairie Theatre Exchange. Highlights of the agreement include annual wage increases as well as increases in Registered Retirement Savings Plan contributions in year two.

The International continues to work with the Local to establish its own health and welfare plan for the membership.

*Local 118 Vancouver - Stage*

Local 118 with the assistance of the Canadian Office recently concluded a renewal agreement with the City of Vancouver covering the Orpheum Theatre and the Queen Elizabeth Theatre. Highlights of the four-year renewal agreement include wage increases over the life of the agreement and improvements to leave provisions.

*Local 262 Montreal - Operators*

As previously reported, Local 262 was certified by the Quebec Labour Board in January 2014 to represent front-of-house employees at Cineplex's Cinema Ste. Foy and Cinema Colossus. The parties commenced bargaining for a first collective agreement with little success. Following meetings with a provincially appointed conciliator, the matter was referred to first contract arbitration. In January 2017, after fifteen arbitration hearing dates over the span of seventeen months, a decision was finally rendered. The arbitrator largely found in favour of the Local and awarded hourly rates close to those being sought by the Local. Since the issuance of this decision, however, Cineplex unilaterally refused to implement the decision, filed for judicial review of the arbitrator's decision and successfully obtained a stay of the decision pending the results of its judicial review application. The International continues to support the Local throughout this process and is now picketing various Cineplex locations throughout the country with the highlight being a picket of the cinematic world premier of *Bon Cop, Bad Cop 2* in Toronto during the height of the Canada Labour Congress Convention in May 2017.

*Local 295 Regina/Moose Jaw - Mixed*

Representative Brett has been assisting Local 295 in its bargaining for a renewal agreement with the Conexus Centre, a 2,000-seat proscenium arch theatre owned by the Province of Saskatchewan. Although the Theatre is operated by an arm's length Board of Directors, the Theatre initially adopted the Province's general "zero raise and significant concession" collective bargaining mandate. In March 2017, the Provincial Government adopted a new collective bargaining mandate, that being a demand for a 3.5% roll back in all collective agreements. The Local is now working with the Saskatchewan Federation of Labour to discuss strategies to combat the Provincial Government's approach to collective bargaining with a continued view to getting a renewal agreement with the Theatre as soon as possible.

*Local 461 St. Catharines / Welland / Niagara Falls – Mixed*

Assistant to the President Sean McGuire assisted the Local in bargaining a successor agreement with Brock University in St. Catharines, Ontario. Highlights of the successor agreement include wage increases over three years in addition to an 1.8% increase in the first year to the internal wage scales and an increase in the first year of the agreement to off-set a reallocation of employer pension contributions.

McGuire also assisted the Local in bargaining renewal agreements with the Shaw Festival, a large year-round operation with ten or more productions each year performed in four theatres for an audience

of more than 250,000. The Local has three separate contracts covering production employees, front-of-house and facilities. Highlights include a significant hourly rate wage increase for the front-of-house unit in the first year, increases in equipment allowances and language clarifications for the production unit and yearly percentage wage increases over the life of the three-year agreements for all units.

*Activism*

The Canadian Office and Canadian Locals have placed an emphasis on activism. Highlights of recent activism include:

- Locals 58, 514, 667, 822, and the International marched in the Coldest Night of the Year in February 2017, raising over $5,000 for the homeless, hurting, and hungry;

- Local 891 coordinated an anti-bullying initiative, complete with their own t-shirts, for Pink Shirt Day;

- Local 514 participated in the Quebec Labour Federation's "Derriere La Cliché", with members telling stories of their own workplace injuries and advocating for greater worker safety;

- Local 58 participated in a number of community based initiatives including the Clean Toronto "20-Minute Makeover" as well as young workers walking the strike line with Toronto Zoo workers.

*Canada Film Day*

Reel Canada is an organization that promotes Canadian film. Its signature program is National Canadian Film Day, during which screenings of Canadian films all across the country take place at a variety of different locations, from bars to retirement homes. This year, in honour of Canada's 150th birthday, Reel Canada received a significant increase in its otherwise modest budget. With this additional funding, Reel Canada asked IATSE to help with shooting two commercial spots in Toronto. Representatives Hurdon and DaPrato coordinated with Locals 411, 667, and 873 to supply the crew and donate half of their wages. One spot was directed by Atom Egoyan and the other by Don McKellar and both aired on TV and in theatres. This year's Film Day was a huge success, with over 1,800 screenings, including sixty for Canadian military, both inside and outside the country. It was also a great opportunity to promote the IATSE.

*Every Plate Full*

Led by International Vice President Damian Petti, this was the IA's third year as a national participant of Every Plate Full, which is a Food Banks Canada campaign that raises food and funds for hungry Canadians. The first year raised 100,000 meals and the second year raised 235,000 meals. There was a commitment this year to beat these numbers. Locals from across Canada held events to raise funds or dedicated funds that were raised at existing events to go to the cause. For example, the Local 58 Young Workers held two barbeques, Local 828 was able to get proceeds from a performance event called "The Mixup" donated, Local 856 set up a donation box at its 2016 industry holiday event, Local 212 held 50/50 raffles, Locals 129 and 828 spent a day packing food for the hungry at Hamilton Food Share, while Locals 210 and 212 had an NHL playoff bet that required the president of the losing Local to donate to the other Local's team. In the end, IATSE was able to exceed its goal and raise 250,000 meals securing its title as the highest contributor to the campaign in the country.

*IATSE Canada Health Plan*

With the addition of Local 634, the Plan now has twenty-four Locals participating covering over 26,000 members and their dependents and total annual premiums exceeding $27.4 million. In May 2017, the Plan's renewal for 2017 was finalized with expense rates frozen for the year and premium increases limited to 6.1%.

*Canadian Entertainment Industry Retirement Plan (CEIRP)*

CEIRP continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of $428 million and 20,207 participating members.

When CEIRP was started in 2004, the Investment Management Fees (IMFs) were 1.1%. There have been four fee reductions since 2004 and on March 31, 2017, the IMFs for CEIRP's Registered Retirement Savings Plans, National Retirement Savings Plans and Tax Free Savings Accounts were further reduced and are now at 0.68%.

In October 2016, CEIRP announced the introduction of a Registered Retirement Income Fund (RRIF) to the Plan. Members who wish to retire or are required to move their money out of Registered Retirement Savings Plans (RRSP) at age 71 can still

invest in the same investment vehicles and receive the same low IMFs available under the group plan.

Preparations are being made for the 8th meeting of CEIRP Administrators in November 2017 in Vancouver, British Columbia.

CEIRP has recently engaged a consulting firm, Eckler Ltd., to develop a plan to more effectively communicate with and engage CEIRP members including online tools, informational videos and webinars that will accommodate members' busy schedules.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and especially activism is particularly commendable. President Loeb also confirmed that Canadian Locals will continue to receive the full support of the International when pursuing bargaining rights and collective agreements with anti-union employers.

PRESIDENT LOEB: Microphone 7.

DELEGATE ALEX LIVLAND, Local 118: Mr. President, Alex Livland, Local 118, Vancouver Stagehands.

Local 118 wishes to thank the International for its support in the organizing drive at the Abbotsford Centre, resulting in the inclusion of Vancouver in this agreement between the International and Spectra Venue Management. The participation of Vice Presidents Michael Barnes and John Lewis, Assistant to the President Sean McGuire and International Representative Julia Neville were essential to the success of our efforts to secure better wages, benefits and working conditions for the employees at Abbotsford Centre. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"IATSE Legal Affairs Department" (Gavel)

## IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, Associate Counsel Adrian Healy, Associate West Coast Counsel Jacob J. White, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

Counsel Schirru provided the General Executive Board with a further update on the status of ongoing litigation commenced by Matthew Della Polla against, among others, the International and Local 58 in a claim alleging breach of contract, negligence, and personal injury arising from alleged injuries sustained by Della Polla during a concert at Exhibition Place in Toronto, Ontario in December 2013 where Local 58 members were working as the stage crew.

Counsel Schirru advised that the Canadian federal government recently passed Bill C-4 which formally repeals in full two pieces of Harper Conservative Government anti-union legislation passed in 2015 – Bill C-525 which required a secret ballot vote for all certifications under federal jurisdiction and Bill C-377 which imposed extensive and onerous financial disclosure obligations on unions. Bill C-4 received Royal Assent on June 19, 2017, meaning Bill C-525 and Bill C-377 are now dead and gone. Counsel Schirru explained that the passing of Bill C-4 is good news for organized labour. On the heels of the federal government's labour friendly amendments to the Canada Pension Plan and Employment Insurance Plan in the recent past, the formal passing of Bill C-4 into law confirms once again that Prime Minister Trudeau's Liberal Government is prepared to continue to take active steps to remain an ally of organized labour.

Counsel White updated the General Executive Board on the situation at the National Labor Relations Board (NLRB). In June, the president nominated William Emanuel and Marvin Kaplan to fill the two vacancies on the NLRB. Emanuel is a long-time management-side lawyer working for Littler Mendelson in Los Angeles. Kaplan is currently counsel for the Occupational Safety and Health Review Commission, and previously worked as Republican counsel for the House Committee on Education and the Workforce. General Counsel Dulaney noted that Republicans in the Senate are attempting to rush confirmation of the nominations, and that organized labor has begun to mount an opposition campaign. If approved by the Senate, which seems likely, Emanuel and Kaplan, along with the chair Philip Miscimarra, will give the Republicans a majority on the Board.

Counsel White reported that this past May he attended the annual AFL-CIO Lawyers Coordinating Committee conference in Denver, CO. The meeting brought together hundreds of Union lawyers from around the country to discuss the legal response to the continued attack on organized labor and civil rights. Of note was a lunchtime discussion with NLRB General Counsel Richard Griffin. In discussing the future of

the NLRB under Republican control, Griffin stated that he believes the current election rule, which went into effect in 2015 and attempts to expedite the NLRB election process, was unlikely to be changed. Instead, he believes Regional Directors will be given more autonomy in the handling of representation petitions, which could result in slower elections overall. Griffin also noted that Marvin Kaplan has been vocal in his opposition to the NLRB's Specialty Healthcare decision. Under Specialty Healthcare, Unions have had more success obtaining elections in smaller units. NLRB Chair Miscimarra has also made it clear that he disagrees with the Specialty Healthcare decision, meaning that Specialty Healthcare will likely be a thing of the past in a matter of years, if not months.

General Counsel Dulaney added that Kaplan has also been vocal in his opposition to the NLRB's decision in Browning-Ferris, which expanded the scope of employers that could be considered joint-employers under the National Labor Relations Act (NLRA), and that William Emanuel has worked hard to reverse the NLRB's decision in D.R. Horton, which held that class-action waivers contained in employee handbooks, and other employment materials, are an unlawful restriction on an employee's rights under the NLRA.

Counsel White expressed his appreciation to President Loeb for assigning him to attend this informative conference.

Counsel Healy reported on developments within the United States Department of Labor (DOL) since the Legal Department's last appearance in January. Alexander Acosta has been nominated and approved by Congress as Secretary of Labor. Secretary Acosta, who is a former member of the National Labor Relations Board, was approved after former fast food CEO Andrew Puzder withdrew his name from consideration for the secretary position. Counsel Healy reported that Secretary Acosta has not yet indicated that he will use his qualifications to stand up for workers. On the contrary, the DOL has taken several steps toward undoing the Obama administration's progressive regulatory legacy. The agency's proposed overall budget for the next fiscal year would be slashed by roughly 20%. The cuts would likely limit the DOL's ability to enforce federal labor and workplace safety laws. However, the proposed DOL budget would also increase funding to the Office of Labor-Management Standards (OLMS), which is responsible for overseeing internal union election procedures and unions' extensive financial disclosures in the U.S. The budget proposes an additional $8 million for OLMS, an increase of approximately 20% over its 2017 appropriation. Meanwhile, private sector union density in the United States has declined in recent years. This means that the size of what OLMS must regulate is shrinking. An agency with a shrinking footprint should not need a 20% budget increase. The administration's proposed budget reflects its values. Counsel Healy noted that this budget should make clear, if it was not before, that this administration does not work for unions.

Finally, General Counsel Dulaney updated the Board on lawsuits brought against the International and President Loeb by Joseph Kehol. Kehol brought suit in the U.S. District Court in New Jersey against his Local Union, the International Union, and President Loeb. The District Court subsequently dismissed President Loeb and the International from the lawsuit, after it determined that it did not have jurisdiction. Kehol's appeal of that decision was recently denied by the United States Court of Appeal for the Third Circuit. After the dismissal in New Jersey, Kehol refiled his lawsuit against President Loeb and the International in the U.S. District Court in New York. General Counsel Dulaney was pleased to report that this second lawsuit has also been dismissed.

President Loeb thanked the Legal Department for its report and for their work on behalf of the IATSE. Stressing the importance of activism, President Loeb pointed out that the serious impact of the 2016 presidential election is now being felt in the changes at the NLRB, the Department of Labor, and the Supreme Court. These changes will have a detrimental, and potentially devastating effect on the labor movement.

"United States Political and Legislative Affairs Department Report" (Gavel)

## UNITED STATES POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT REPORT

Political and Legislative Affairs Director J. Walter Cahill and Assistant Political and Legislative Affairs Director Erika Dinkel-Smith reported to the General Executive Board on the Department's notable initiatives since its last report in New Orleans, Louisiana in January 2017.

The Political and Legislative Affairs Department has participated in over fifty meetings with various chiefs of staff and legislative and policy aides of elected officials since the last General Executive Board meetings. In addition, the Director Cahill and Assistant Director Dinkel-Smith have together attended several events including VoteVets, while also hosting a meet and greet at the AFL-CIO for Doug

Applegate, a Marine Colonel who is going to be running for the House seat in California's 49th District. The Political and Legislative Affairs Department also coordinated with Local 798 Make-up Artists and Hair Stylists to ensure IATSE's presence at the Beyond the Red Carpet events on Capitol Hill. The report went on to identify other notable endeavors.

*Register of Copyrights*

The Register of Copyrights is the director of the United States Copyright Office within the Library of Congress. The Register is appointed by, and responsible to, the Librarian of Congress. Registers of Copyrights have been responsible for creating the procedures and practices of the Copyright Office and establishing standards for registration of copyright. The Register also routinely testifies before Congress on copyright policy matters as well as representing the United States in meetings with other countries establishing the protocol as to copyright with them. On April 26, 2017, the House of Representatives voted in favor of a bill that, if approved by the Senate, will make Register of Copyrights a position that is filled by presidential appointment with Senate confirmation, rather than appointed by the Librarian of Congress. It would be for a maximum term of ten years. The bill has been supported by the entertainment industry. Making the Register of Copyrights a presidential appointment will give a sense of greater authority to the Register.

*National Endowment for the Arts (NEA)*

The Political and Legislative Affairs Department has been working tirelessly to challenge the proposed elimination of funding for the NEA with allies like the Department for Professional Employees and the entertainment Union affiliates. Efforts to date include a very successful campaign to get many arts organizations, many of whom are signatory to the IATSE, to sign on to a letter the Unions wrote to Congress urging funding to be restored.

*Benefits for Gig Economy Workers*

Senator Mark Warner is hoping to push the federal government to address how companies like Uber and Lyft are changing the nature of work — and, more specifically, the nature of benefits. Warner's Senate bill, S-1251, has a companion in the House, sponsored by Democrat Suzan DelBene WA D-1. DelBene's bill is HR-2685. The Political and Legislative Affairs Department met with Warner's staff and is in the process of meeting with DelBene's staff to provide both input and support with a view to ensuring no negative and/or unintended consequences arise for IATSE members with the passing of these bills.

*Tribal Labor Sovereignty Act, Employee Privacy Protection Act and Workforce Democracy and Fairness Act*

Since the start of 2017, unions are facing an anti-union legislative agenda from the White House and the GOP controlled Congress. The legislative activity of IATSE has been focused around defending against these attacks and making headway with IATSE's legislative priorities - where possible identifying Republican and Democratic pro-worker members of Congress. Most recently, the House Committee on Education and the Work Force has tabled three of the most anti-union measures taken by the federal government in a long time: the Tribal Labor Sovereignty Act, the Employee Privacy Protection Act, and the Workforce Democracy and Fairness Act.

The Tribal Labor Sovereignty Act strips away the rights and protections of the National Labor Relations Act from all workers employed by tribal owned and operated enterprises located on Indian land. The broad language used in this bill and lack of oversight would effectively strip the majority of all collective bargaining agreements from Native casinos.

The Employee Privacy Protection Act is an anti-union legislative measure designed to create more barriers to workers' ability to organize and draw out a lengthy election process which inherently gives an advantage to the employer. Currently, the employer must provide contact information including telephone numbers and email addresses within two business days of filing for an NLRB election. This bill would only require that employers provide one type of employee contact information and they would be required to withhold it from the union organizers until seven days after the NLRB rules on the appropriate bargaining unit.

Finally, the Workforce Democracy and Fairness Act would be another blow to workers' rights to organize by unnecessarily complicating the organizing process for workers. Under the NLRB's 2015 election rules, there must be a hearing on the election petition within eight days. Under this new bill, the NLRB would be required to wait a minimum of two weeks before holding a pre-election hearing and also mandates that no election for certification could be held sooner than thirty-five days after the filing of an election petition.

All three bills are anti-worker legislative initiatives designed to limit the rights of workers and give the

employer an unfair advantage. For this reason, the Political and Legislative Affairs Department has been pushing hard against the White House's agenda by working with the AFL-CIO campaigns department, amplifying the coordinated messaging, and initiating the IATSE electronic response. This is achieved through coordination with the IATSE Communications Department, the AFL-CIO and all of the affiliates of the Department for Professional Employees. Other issues which have sparked recent Action Network outreach include the appointment of Neil Gorsuch, the House Affordable Health Care Act, the Senate Health Care Bill, the Georgia 6th Special Election and the Montana Special Election. IATSE has sent more than 4,000 political action emails to IATSE members nationwide through the Action Network with an average open rate well above the average interactive rate of the other unions in the AFL-CIO, confirming IATSE members continue to prove themselves to be active and politically engaged.

*Immigration and the O-Visa Program*

One of the few areas of bipartisan agreement the Political and Legislative Affairs Department has achieved lies in the renewed interest in a resolution to the abuse of the O-Visa Program – abuses which serve to undermine IATSE's collective bargaining agreements. Under the O-Visa Program, employers and immigration law firms must seek an "advisory opinion" from a labor organization whose members perform the same duties giving guidance to the United States Citizenship and Immigration Services (USCIS) on whether or not the non-immigrant worker is considered a 'special talent' necessary for the production. Although IATSE may submit an advisory opinion rejecting certain crew members failing to meet the threshold on occasion, the USCIS is not obligated to follow IATSE's advice and will often approve the production's crew list against the advice of IATSE. If the USCIS rejects a visa request, the production has an ability to appeal but IATSE is not even given notice of the appeal or USCIS's appeal decision. This lack of oversight from the USCIS can and does lend itself to abuse. Last year, Bill HR 3636 – the O-Visa Transparency Bill, which would have required the USCIS to inform the advising party of its decisions, was passed by unanimous vote in the House but failed to make it to the Senate. The Political and Legislative Affairs Department is seeing significant renewed interested in this issue as a number of moderate Republicans and Democrats are making American jobs a cornerstone of their re-election platforms. The Political and Legislative Affairs Department plans to continue to work with members of Congress and other stake holder organizations to achieve success on this legislative initiative in 2017.

*2018 Mid-term Elections*

The Political and Legislative Department confirmed that it has started preparing for the 2018 mid-term elections. This includes not only the identification of pro-union candidates seeking office but more involvement with the Democratic National Committee and the Democratic Congressional Campaign Committee in their labor round tables regarding labor outreach and messaging as well. However, the Department seeks to maintain its non-partisan status and therefore continues to support members of both parties in their bids for re-election if they demonstrate support for the issues that matter to IATSE members.

The Political and Legislative Affairs Department also continues to build partnerships and its knowledge base through interacting with other union friendly organizations. In the spring, Assistant Director Dinkel-Smith travelled to the Machinists Political Bootcamp and the Democratic Municipal Organizations Labor Roundtable to share ideas on how to address important issues facing organized labor and IATSE in particular.

The Department is also working to put an end to progressive organizations' use of political media production companies not signed to IATSE's Association of Independent Commercial Producers Contract in future elections. Assistant Director Dinkel-Smith has been working with IATSE's Motion Picture and Television Department to raise awareness of this issue and also to help organize these production companies.

President Loeb thanked the Political and Legislative Affairs Department for its work. In doing so, he confirmed that the political and legislative affairs will continue to be a key priority for IATSE in both Canada and the United States.

"IATSE National Benefit Funds" (Gavel)

## IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, William E. Gearns, Jr., and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

The final numbers for fiscal year 2016 indicate that for the first year in over a decade, the year-over-year growth was in single digits at 4.51%.

However, for the first five months of 2017 the Funds are realizing a 15.76% increase on a cash basis compared to 2016. Motion picture production employment accounts for approximately 55% of the contribution receipts. The balance is comprised of all other industries such as trade show, road shows, box office, sports broadcasting, amusement parks, etc.

Net assets of the Funds have reached approximately $1.55 billion as of May 31, 2017. Compared to total net assets of $793 million as of December 31, 2011, asset levels have increased 95.90%. Comparing year-end 2016 through the first five months of 2017, the net assets of the Funds have increased 5.70%.

As of April 1, 2017, the IATSE National Health & Welfare Fund provides health coverage to 42,876 lives in one of its eight different Plan options. This represents an increase of 42.67% since 2013. The Fund has a year-to-date investment return of 3.7% as of May 31, 2017.

The IATSE Annuity Fund has over 75,000 active accounts with retirement account balances in individual self-directed accounts.

The IATSE National Pension Fund provides retirement benefits to 2,500 pensioners and approximately 20,000 active working members and inactive vested participants who at retirement will be able to receive valuable monthly lifetime income from Fund Plans B and C. The Fund has a year-to-date investment return of 6.0% as of May 31, 2017.

The Fund Office renovations now provide facilities to house 122 employees. At present the Fund Office has 99 positions with 95 filled as of this report and the focus of expansion and increased training continues to be on the participant services area.

"IATSE-PAC Report" (Gavel)

## IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood, Vice Presidents Thom Davis, John Ford, and Craig Carlson; Co-Director of Stagecraft Anthony DePaulo; Political and Legislative Director J. Walter Cahill and Assistant Director Erika Dinkel-Smith reported to the Board regarding the IATSE Political Action Committee.

General Secretary-Treasurer Wood reported that during the first five months of 2017 the IATSE-PAC received contributions totaling $62,533.75 and disbursed $47,000 to labor friendly candidates. The candidates were vetted by the AFL-CIO and the International regarding their positions on issues of importance to the International and to working people.

The Committee reported that 933 contributors make monthly contributions to the PAC. Every Local and member are encouraged to enroll in monthly/payroll deductions.

It was reported that District 14 Secretary-Treasurer Kimberly Holdridge enrolled 412 members of Local 631 who are now monthly contributors to the PAC. In addition, Vice Presidents Barnes and Carlson have secured 97% participation in the IATSE-PAC from Locals 8 and 2, respectively. Director Cahill encouraged those in attendance to commit to asking 2 people to become monthly contributors to the PAC.

President Loeb remarked that representing IATSE members, ensuring the existence of labor laws that protect and support workers, and engaging in other issues that impact labor requires financial contributions. He encourages all members to contribute to the PAC.

"IATSE Women's Committee" (Gavel)

## IATSE WOMEN'S COMMITTEE

The IATSE Women's Committee represented by Chair, Cathy Repola (Local 700), Cecilia Friederichs (Local USA829), International Vice President Colleen Glynn, International Trustee Patricia A. White, Broadcast Department Director Sandra England, and International Representatives Joanne Sanders and Stasia Savage updated the Board on the Committee's activities since the General Executive Board meeting in New Orleans.

Chair Repola stated that since that meeting, nearly all the Committee's time has been spent in preparation for its inaugural event on the Sunday preceding the 68th Convention, entitled - A Celebration of the Unlimited Potential of IATSE Women. The event will include a modern and historical photo montage of women in the IA. President Loeb will address the attendees. There will also be pre-recorded remarks from Senator Elizabeth Warren via video and guest speaker, Barbara Byers who serves on the United Nations Women Executive Director's Civil Society Advisory Group and is the former Secretary-Treasurer of the Canadian Labour Congress.

Sister Friederichs will be moderating "A Conversation with Trailblazers" featuring retired Assistant to the President, Debbie Reid, IATSE 11th Vice President C. Faye Harper, Sister Cheri Herbert, retired stagehand and script supervisor of Locals 11,

161 and 481, and Sister Barbara Robinson, retired International Representative and the first woman to hold an International Representative position; she was also a script supervisor from Local 161.

Sister Repola will moderate an industry panel of seven IA craftswomen from the United States and Canada. Sister Amanda Sager, sound engineer and President of Local 154, will close the program. Immediately following this program, the Committee will host a networking reception. The Committee is very excited about the opportunity to highlight women within the IA. They extended warm appreciation to President Loeb and thanks to General Secretary-Treasurer Wood and MaryAnn Kelly for their tremendous assistance in preparing for this momentous event. The Committee reminded the attendees that their event will begin at 4:00 p.m. Sunday, July 16, 2017 in Regency Ballrooms 1, 2 and 3.

Chair Repola stated that the semi-annual dinners are a favorite of the women who attend Board meetings. She reminded the Board that the Women's Committee dinners are always on the Wednesday evening of a GEB meeting and she extended a warm invitation to any IA woman to attend. She again thanked the Board for financially underwriting the cost of those dinners up to $10,000 annually. As reported in prior minutes, since the IA has been providing financial support to offset the cost of the semi-annual dinners, the Committee no longer has to ask each woman to pay. Instead, the Committee designates a non-profit organization within the GEB host city and requests its members donate to that organization. In New Orleans, the Committee marked the highest attendance at one of its dinners. It donated over $2,200 to the Metropolitan Center for Women and Children, which provides financial support to, counseling for, and advocacy on behalf of, women who are victims of domestic violence. That organization's Executive Director, Darlene Santana, penned appreciation to Chair Repola for the Committee's generous donation, writing "words cannot express how much I enjoyed the IATSE Women's Committee dinner. I am so impressed with the level of camaraderie and enthusiasm of the members."

During this meeting, the Committee will donate to the Susan B. Anthony Recovery Center which provides residential and outpatient addiction treatment for pregnant women and mothers with children. Whitney Hughson, Director of Marketing for the center, is scheduled to attend and address the Committee.

Chair Repola concluded her report by thanking Vice President Glynn, Sisters Friederichs, Ellen Popiel, Shirley Berling, Rachael Stanley, and Dusty Kelly for their tireless assistance.

President Loeb observed that an ad-hoc, informal gathering of IA Women has turned into a great opportunity to highlight the achievements and contributions of the great women of the International. He commended Chair Repola for her stewardship noting that as the "hub" of the Committee, Sister Repola has taken a concept and brought it to fruition.

President Loeb extolled the Committee for its altruistic involvements. He observed that the $10,000 annual contribution toward the cost of the Women's dinners might not cover the cost for all women who want to attend. He stated that he does not want anyone turned away from a dinner because of money. He recommended to the Board that the International's contribution be increased by $2,500 from $5,000 semi-annually to $7,500.00 semi-annually. Upon motion made and duly seconded, the Board unanimously approved that increase. On behalf of herself and the Committee, Chair Repola expressed her sincere appreciation.

"Young Workers Committee" (Gavel)

## YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Stagecraft Department Director D. Joseph Hartnett, Assistant Motion Picture and Television Production Department Director Vanessa Holtgrewe, International Representatives Christopher "Radar" Bateman and Jason Vergnano reported on the activities of the Young Workers Committee since the last Board meeting in January 2017.

The IATSE continues its involvement in the activities of the AFL-CIO Young Worker Advisory Council (YWAC). It was noted that the YWAC was heavily involved in a push for political activism among young members of AFL-CIO affiliates during the 2016 U.S. election cycle. The YWAC is evaluating its successes and opportunities for improvement. The YWAC is also preparing for the upcoming AFL-CIO Convention in October 2017. Consequently, the YWAC leadership is entering a transitional period and Director Tao remains in contact with the YWAC regarding IATSE rank-and-file member representation on the Council.

It was also noted that in May 2017, IATSE Young Workers Committee members attended the Young Member Forum and Annual Conference of the Broadcasting Entertainment Cinematograph and Technicians Union (BECTU), the IATSE's sister union in Brighton, United Kingdom. The event gave

representatives of both unions an opportunity to discuss future initiatives of their respective young worker groups and compare their recent successes and challenges. BECTU recently experienced many changes, including its recent affiliation with Prospect, the union for public and private sector professionals in the U.K. The recent merger, which was overwhelmingly supported by BECTU's members, led to several young members being hired into full-time representative and organizing positions. Focus on organizing remains strong, with many large campaigns led by talented young workers. The IATSE's Committee reported that it was impressed with the young workers' effective role in the smooth transition through BECTU's recent merger and their efforts to actively promote education and mutual goals.

The Committee reported that it will host an event for young workers of the Alliance who are attending the 68th Quadrennial Convention. The Committee has planned and will host a Young Delegates Meeting on Saturday, July 15, 2017 immediately after the Orientation for New Delegates. The Young Delegates meetup will be held in Ballrooms 4 and 5 of The Diplomat Convention Center. In planning the meeting, the Committee solicited feedback from attendees of past IA Young Worker Conferences who universally enjoyed the opportunity to meet other young workers at the Conferences. The Young Delegates Meeting at the Convention has therefore been planned as a young workers' networking event. The Committee noted that it will provide Young Worker Delegates a chance to branch out and meet new sisters and brothers attending the Convention. It encourages all IATSE young workers attending the Convention to attend the social.

President Loeb started the Young Workers Committee in 2012. Over that time, the Committee has been impressed with the progress of IATSE young workers. Young workers have become involved in education initiatives within their local unions, organized to improve workplace conditions, and arranged fundraisers to give back to their communities. As the Committee reported at the last General Executive Board meeting, the most recent Young Workers Conference stimulated countless young workers to positively enhance their activism. It was also noted that the International's Young Workers Committee has received fewer reports from young members who have become active in young worker groups within their Locals or started their own local groups. The Committee view this positively. It shows that the Committee is giving young members the resources they need to become active at the Local level. The Committee highlighted one member who used the IATSE Young Workers How-To Guide to lead a successful first meeting within his Local and who then moved on with bigger plans. The Committee remains available to provide support and advice to young workers across the Alliance.

The Committee concluded by noting that the IATSE's young workers now have the tools they need to build important relationships, which they will rely on for many years to come. The Committee is grateful for the leadership of President Loeb and the members of the Board, who had the vision to inspire activism among young workers in the Alliance. The Committee also thanked local union members and leaders who have supported young workers and local committees.

President Loeb thanked the Committee for its report. He noted that the Committee has accomplished much in its five-year existence and he expressed his satisfaction with the activities of the Young Workers Committee.

"Merger of Local 838 into Local 99"

## MERGER OF LOCAL 838 INTO LOCAL 99

International Representatives Mark Kiracofe and Donald Gandolini appeared before the Board to report on the merger of Exhibition Employees Local 838 into Stage Employees Local 99. The merger was conducted pursuant to Article Nineteen, Section 29 of the International Constitution. Local 838 was chartered in 2005 but for the past several years has not been able to administer its collective bargaining agreements (particularly filling work calls) or service its membership. The Local's inability to service its agreements was adversely impacting its employment relationships.

Pursuant to Article Nineteen, Section 29(b), President Loeb assigned Representatives Kiracofe and Gandolini to conduct an investigation into whether a merger would be in the best interest of Local 838. Upon receiving the report, President Loeb concluded that a merger was necessary and recommended same to the General Executive Board which approved the merger.

On May 1, 2017 a merger agreement was executed by both local unions with the primary emphasis on protecting both memberships while ensuring that legal matters were appropriately addressed. Representatives Kiracofe and Gandolini are continuing to assist with transition issues and will update President Loeb and the Board as necessary.

PRESIDENT LOEB: Microphone 7.

DELEGATE MATTHEW THOMAS, Local 99: Mr. President, Matthew Thomas, Local 99, President. I would like to thank you and Vice President Gearns for supporting this merger, also for appointing Representatives Kiracofe and Gandolini for supporting us and keeping this merger smooth and proper as we move on.

This being my first Quadrennial Convention, I would also like to thank the amazing and overwhelming support that I'm getting from the fellow delegates that are offering their support as well for this particular merger. And I thank you all. Appreciate it.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Motion Picture Industry Pension and Health Plans" (Gavel)

## MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

Vice Presidents and MPIPHP Directors Michael F. Miller, Jr., Thom Davis, and John R. Ford, along with other MPIPHP Directors Rebecca Rhine, Patric Abaravich, Scott Bernard, Tommy Cole, Ed Brown, and Cathy Repola reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP). The combined value of Plan assets as of May 31, 2017, is approximately $8.9 billion. The Pension Plan held $3.5 billion in assets, followed by the IAP with $4.3 billion. The Active and Retiree Health Plans held $1.03 billion and $73 million, respectively. As of May 31, the MPIPHP investment returns for 2017 were up by approximately 5.2%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8%, and Plan advisors and actuaries have indicated that it will be necessary to adjust the assumed rate of return based on market conditions, interest rates, and a longer-term outlook for Plans such as the MPIPHP. The impact of this change is serious and will result in a significant increase to the minimum annual funding requirement. The Plans and actuaries will be addressing this issue throughout 2017 and likely into bargaining.

The combined hours into the MPIPHP in 2016 were 94 million. Vice President Miller noted that, as of May 31, contributed hours for 2017 were over 38 million. This represents a 500,000 increase in hours over the same period last year. Year to date totals are consistent with continued growth, particularly in content delivered via the Internet. Employer hourly contributions of $353 million through May are up by $13 million from the same period last year. Employer hourly contributions will increase in August when the third increase to the employer's hourly Pension Plan contribution of $0.18 per hour kicks in. The increases to the Pension Plan negotiated in 2015 resulted in $100 million of new money into the pension and will help to off-set the costs of the 10% pension increase that was effective in January as well as the 13th and 14th checks paid to those retirees prior to 2009 that received 13th and 14th checks in lieu of a pension increase in 2009.

Residual receipts into the MPIPHP in 2015 totaled $450 million and in 2016 that amount declined to $434 million. This decline was due in part to an aggressive collection process at the tail end of 2015 to clear a backlog of residual audits, which resulted in a surge of payments into the MPI. So far this year, through May 31, the Plans have received $139 million in total residual contributions, which is slightly above the prior year. As hours have increased in the Plans, residual receipts have not kept pace and are likely to decline going forward as distribution business models continue to evolve. This is a funding stream that must be watched very closely as viewing habits, distribution methods, and home video markets evolve.

The Active Health Plan has over 48,790 participants, and over 100,000 covered lives, with an average annualized cost of $12,000 per eligible participant. The Retiree Plan consists of 14,000 covered lives with an annualized cost of $8,600 per eligible participant. The Plans are currently trending the projected health care costs in both Plans. There are currently 18,000 retirees and beneficiaries receiving pension benefits.

The MPIPHP reported that the reserve levels were at 22 months in the Active Plan and 8.8 months in the Retiree Plan through May 31, 2017. The projected reserve levels based on current projections indicate that there will be at 18 months of reserves in the Active Plan and 8 months of reserves in the Retiree Plan as of December 31, 2017. This is prior to any change in the funding requirement resulting from the reduction of the pension plan's assumed rate of investment return. The reserve levels in both Plans at year's end will exceed the amounts necessary to trigger the 13th and 14th checks.

In addition to the financial highlights of the MPIPHP, Vice President Miller and the Trustees reported on several Plan changes that have occurred recently. Over the last year, there has been a focus on providing additional services to MPIPHP participants. Some of these changes include an improved out-of-network emergency benefit, telemedicine through Live Health Online, the addition of the Exer Urgent Care Network, and a member assistance program that is available at no cost to MPI participants. Another new service is the Smart 90 prescription drug program, which is offered as an alternative to Express Scripts mail-order service. This new service allows patients to get 90-day prescriptions for maintenance medications at Walgreens retail locations nationwide. In New York, this includes Duane Reade locations. These prescriptions will be available at the same price that would typically be paid if acquired through Express Scripts mail-order service.

President Loeb recognized retired Local 700 National Executive Director Ron Kutak for his many years of service to the MPI as Director and Co-Chair of the Finance Committee. Brother Kutak retired from the MPI in June of 2017. Vice President Ford also thanked Mr. Kutak for his service to the Plans. President Loeb noted that he has appointed Local 700 National Executive Director Cathy Repola to the MPIPHP Board of Directors. President Loeb also thanked the Trustees for their hard work.

"Nassau Coliseum/Jones Beach" (Gavel)

## NASSAU COLISEUM/JONES BEACH

International Vice President James J. Claffey, Jr., Local One Legitimate Theatre Business Manager Paul Dean, Jr., Television Business Manager Edward McMahon, and Representative William Cassidy reported on the Local's negotiations with AEG Management Nassau, LLC regarding the Nassau Veterans Memorial Coliseum and the Jones Beach Amphitheatre. The Coliseum closed for renovations in 2015. When it reopened earlier this year, it was under new management and operations, AEG. AEG has collective bargaining agreements with Local One covering other venues. Thus, when it took over the Coliseum operations, AEG made a business/labor decision to negotiate with Local One for stage work at the arena. The agreement, which is modeled after the International's agreement covering work at the Barclay's arena in Brooklyn, provides industry standard wages, benefits, and working conditions. President Loeb toured the Coliseum during a load-in for a Billy Joel concert. The crew was heartened by his visit with them.

"Political Affairs: Canada" (Gavel)

## POLITICAL AFFAIRS: CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on the highlights of IATSE's political and legislative initiatives in Canada.

*Provincial Election Initiatives*

IATSE continues to support IATSE provincial politics initiatives across the country. In May 2017, Nova Scotia and British Columbia held provincial government elections. The International worked with Locals in both provinces on the creation of messaging that was emailed to members. Despite best efforts, Nova Scotia saw the re-election of the Liberals, the party responsible for the decimation of Nova Scotia's film tax credit. In British Columbia, the mobilization of organized labour resulted in the New Democratic Party and Green Party forming a coalition in order to control the provincial parliament.

*Labour & Employment Law Reform*

The labour friendly New Democratic Party in Alberta recently tabled legislation contemplating significant changes to the province's labour and employment laws in addition to its passing of a $15 minimum wage which becomes effective in 2018. Many of the proposed changes set out in Bill 17 were lobbied for and subsequently supported by organized labour. Highlights of proposed legislation include reforms to the union certification process by permitting automatic certification without a vote in instances where the applicant union can show support of 65% of affected employees, mechanisms to improve the enforcement of the province's minimum employment standards and the introduction of guaranteed job-protected leaves for workers who are sick, caring for a family member or fleeing domestic violence.

The Ontario Liberal Government also recently tabled legislation contemplating significant changes to the province's labour and employment laws. The Fair Workplaces, Better Jobs Act legislation follows a year-long public consultation process in which Vice President Lewis made oral submissions followed by written submissions. In addition, Representative Hurdon sat on the Ontario Federation of Labour (OFL) steering committee and the union communicators committee, both of which were tasked with the responsibility of guiding the OFL's

efforts in the consultation process while Canadian Legal Counsel Ernie Schirru sat on the Legal and Research Committee. The proposed legislation contains good news for organized labour, including the expansion of card-based certification to new sectors of the labour market, greater access to employee information during organizing drives and improved access to first contract arbitration. The proposed legislation also makes significant improvements to the province's employment standards minimums like increases to vacation time for employees with five years of service, workplace scheduling protections and, most importantly, a staggered increase of the minimum wage to $15 by 2019.

*Canada Labour Congress & Lobbying*

Vice President Lewis, Assistant to the President Sean McGuire, Canada Labour Congress (CLC) Delegate Kelly Moon, Representative Hurdon and IATSE representatives from Locals 210, 461, 514, 856, 873, and 891 participated in the CLC's second National Lobby Day held in Ottawa, Ontario on February 7, 2017. The focus of lobbying efforts included, among others, encouraging the federal government not to erode pension security through the passing of Bill C-27, encouraging the federal government to pass pay equity legislation and urging the federal government to create a national pharmacare program. The lobbying efforts proved successful, with initial feedback confirming strong support for organized labour's positions. In particular, organized labour's efforts relating to pension security translated into the federal government confirming, before the lobby day was even completed, that it would hold off on pursuing Bill C-27 and, instead, would be holding public consultations before taking any action.

*Federal Conservative Party Leadership Race*

Canada's "Trump Light" Federal Conservative Party Leadership candidate, Kevin O'Leary, withdrew from the race prior to the vote in May 2017. Andrew Scheer has since been voted in as the Conservative Party's new leader. It remains to be seen what platforms the Conservative Party will pursue under Scheer's leadership, although it is highly unlikely that any platforms will be labour friendly.

President Loeb thanked those reporting for their efforts. In doing so, he confirmed that the pursuit of political and legislative initiatives will continue to be a key priority for IATSE in both Canada and the United States.

"PRG"

**PRG**

International Vice Presidents Thom Davis and Michael F. Miller, Jr., along with International Representatives Peter Marley and Ron Garcia, and Associate West Coast Counsel Jacob J. White reported to the General Executive Board regarding the organizing drive at the Production Resource Group (PRG) in Los Angeles.

Vice President Davis stated that in February 2017, the IA General Office was notified by workers in the PRG warehouse in Los Angeles that they were interested in organizing a union at the facility. This information was passed along to Vice President Davis due to a previous organizing attempt in 2008. In May, a Representation Election petition was filed in Region 31 of the National Labor Relations Board. This petition was filed after multiple conversations with the company owner to discuss voluntary recognition. PRG has relationships with several Locals and the International. Nevertheless, PRG fought this organizing drive every step of the way by engaging union busting attorneys, delaying at the NLRB, and inserting worker/spies on the shop floor to intimidate employees. PRG challenged everything possible, including taking the position that the IATSE is not a bona fide labor union.

The NLRB hearing, which should have been a few hours, turned into four days for the company to delay, plant their spies, and attempt to dilute the unit of warehouse employees. The union busters distributed the unions LM's, old NLRB charges, and anything else they could come up with to attempt to discredit the IATSE.

On June 23, 2017, a determination from the NLRB was received confirming that the unit the IA petitioned for was appropriate, and denying PRG's attempt to add a separate group of workers to the unit. An election was conducted on July 6, 2017. Although the vote was extremely close, the IATSE did not prevail. It has become clear that PRG is not a union friendly employer.

Vice President Davis thanked Associate West Coast Counsel White for his skillful legal work on the campaign, and expressed his heartfelt appreciation for the hard work of International Representatives Marley and Garcia. Vice President Davis noted that PRG's conduct represents a profound disregard for the rights of its workers.

Vice Presidents Miller and Claffey expressed their deep disappointment with the actions of PRG in response to this organizing drive.

President Loeb thanked the panel for their report and for their hard work during this organizing drive. He noted that PRG's owner, Jeremiah Harris, holds several IATSE cards. Finally, President Loeb conveyed his profound displeasure with the way PRG has conducted itself.

PRESIDENT LOEB: Microphone 5.

DELEGATE DEJON ELLIS, JR., Local 80: Good afternoon, Mr. President. Dejon Ellis, Jr., Local 80.

I'm sure many in this room know who PRG is. They are one of the biggest in the world. They have a footprint on probably every continent. If you look up, that's some of the equipment that they supply.

Here in California some of their employees were looking for representation; they contacted the IA. My Business Agent and International Vice President Thom Davis in the West Coast Office attempted to organize. They spent almost $500,000 fighting us. They hired consultants, they hired lawyers. They brought employees in one at a time to intimidate them and put fear in their heads.

I bring this up to say we lost; we lost by a couple of votes. My point being, they're all over the world. We all probably deal with them at one time or another. Just keep that in your head. Know that here in California they did not want their warehousemen to be represented by a union.

They even went so far to say that IATSE was not a legitimate labor organization, which was just a stall tactic. So just be aware when you're dealing with PRG around the world, around the country, those are the kind of people that you're dealing with. Thank you.

*(Applause)*

The behavior was absolutely despicable; and while we should be aware of where PRG operates, they should be aware of where the IATSE operates.

*(Standing ovation)*

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"PSAV Negotiations"

## PSAV NEGOTIATIONS

International Vice President and Director of the Tradeshow Department William Gearns, Jr., and International Trustee Carlos Cota reported to the General Executive Board on the status of IATSE's various ongoing negotiations with PSAV.

*San Diego Local 122*

IATSE Local 122 and PSAV commenced bargaining in April 2016 for a Local agreement. The parties were unable to make much progress at that time. The parties did not return to bargaining again until March 2017 at which time the parties reached an agreement. Highlights of the Local agreement include significant wage increases each year; a doubling of the employer's education contributions; the addition of another recognized holiday; the addition of enhanced union security language.

*PSAV International Agreement*

Negotiations to renew IATSE's International Agreement with PSAV concluded following bargaining dates in April and May 2017. It took another month to finalize language specific to certain Locals and how the wages and benefits would be allocated in each of the Locals. Highlights of the International Agreement include annual increases in the wage/benefit package. Denver Local 7, Minneapolis Local 13, Seattle Local 15, San Antonio Local 76, Phoenix Local 336, and Orlando Local 631 each received back wages.

The following Locals were added to the International Agreement in the last twelve months: Atlanta Locals 834 and 927, Kansas City Local 31, Cleveland Local 27 and Vancouver Local 118. The most recent bargaining session resulted in four additional Locals being added to the International Agreement as well, those being New York Local One (rigging only), Washington, DC Local 22, Portland Local 28 and Orlando Local 631. There are five additional Locals incorporated into the International Agreement as non-exclusive rigging only cities that have yet to receive work.

Negotiations between IATSE and PSAV for the incorporation of Philadelphia Local 8, Hawaii Local 665, Austin Local 205 and Sacramento Local 50 into the International Agreement remain ongoing.

President Loeb commended both Vice President Gearns and Representative Cota for their ongoing efforts to improve and expand IATSE's International Agreement with PSAV.

PRESIDENT LOEB: Microphone 2.

DELEGATE RICHARD DISBROW, Local 122:

Thank you, Mr. President. I'm Richard Disbrow, Business Agent, Local 122, San Diego.

I'd like to thank you, Mr. President, for assisting or for assigning International Representative Cota to our PSAV negotiations. When I was elected to the office of Business Agent, our negotiations were at a standstill for almost a year. With the help of International Representative Cota, we got PSAV back to the table and came to an agreement in two three-hour sessions over two days. We got substantial wage increases every year, better benefits, and wage bumps for many job classifications. But what I'm most proud of is getting PSAV to double their contributions to our Education Fund.

Thank you, Mr. President, for your vision on education and your continued support on audio visual organizing campaigns which has truly helped Locals like mine during negotiations. Thank you.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Safety App" (Gavel)

## SAFETY APP

International Vice President Michael F. Miller, Jr., Assistant Motion Picture Department Director Vanessa Holtgrewe, Representative Steve Kaplan, Safety Chairman Kent Jorgenson, and IT Administrator James Rainey, Jr. reported to the General Executive Board regarding the development of a safety app to benefit the entire Alliance.

In 2016, with the goal of continually improving the working conditions and overall safety for IATSE members in mind, President Loeb commissioned the creation of a safety hotline so members and workers would have 24/7 direct telephone access to help in the event of an unsafe situation at their workplace. The hotline went live in April 2016. Since that time, the hotline has provided guidance and resolution for members who find themselves in questionable situations.

This year, President Loeb approved the development of a safety app for use on smart phones and tablets. Integrating the safety hotline, the app will have access to a form for reporting workplace hazards, long work hours, and other potentially dangerous situations. Specific to a member's region and craft, there will be access to the appropriate safety articles and bulletins, phone numbers for employer's safety hotlines, contact information for a member's Local, and, potentially, safety FAQ's, as well as other safety-related material. Everything will be searchable by topic and will put more safety knowledge at members' fingertips.

Information gathered from members who send in a hazard report, which can be submitted anonymously, will be collated and reviewed. This information will then be used to identify all the various workplace hazards IATSE members face and to address safety issues in the most appropriate venue.

Although the IA Safety App is still in its development stages, IT Administrator Rainey walked the Board through a presentation of the app to give the Board a sense of how the application may be used by members.

Vice President Miller thanked President Loeb for implementing safety programs that utilize technology to connect the members with those who can help them in times of need.

President Loeb expressed his appreciation for this report, and indicated to the Board that safety is, and will continue to be, a priority for the IATSE. President Loeb also noted that the Safety App will be available to all members, regardless of craft.

"Warner Brothers: Dunkirk" (Gavel)

## WARNER BROTHERS: DUNKIRK

Vice Presidents Michael F. Miller, Jr. and Daniel E. Di Tolla reported on the successful negotiations with Warner Bros. to cover projectionists on the film "Dunkirk." The movie was shot on 70mm film, which purportedly provides an immersive and textured experience for the viewer. "Dunkirk" is being shown in over eighty locations in the U.S. and requires projectionists with the knowledge and skill to work with 65mm film stock. (The 70mm film process actually uses 65mm film stock, which is printed onto 70mm film for projection purposes). The International has experience with this process, most notably Local 110 and "The Hateful Eight".

The "Dunkirk" agreement provides industry standard wages, health and retirement benefits. The agreement is an International agreement except where there is a local union with its own collective bargaining agreement covering projection work.

"The Wendy Williams Show" (Gavel)

## THE WENDY WILLIAMS SHOW

Vice President Daniel E. Di Tolla and Broadcast Department Director Sandra England reported on the successful organizing of technicians who work on "The Wendy Williams Show," which is filmed in New York. The new agreement will be effective September 1, 2017 and provides health and retirement benefits for the technicians, in addition to improvements in their working conditions.

President Loeb complimented Vice President Di Tolla, Director England and the unit for their work on a solid contract, particularly commending the transition between the health plans in order that the workers' health coverage continues.

"West Coast Office Report" (Gavel)

## WEST COAST OFFICE REPORT

General Secretary-Treasurer James B. Wood, Vice Presidents Michael F. Miller, Jr. and Thom Davis, and International Representative Peter Marley reported to the General Executive Board regarding some of the activities of the officers and staff based in the West Coast Office.

Vice President Miller reported that the entire staff of the West Coast Office recently participated in CPR/AED Training and were certified in the same.

Vice President Miller reported that the IATSE Locals in California continue their political involvement, most recently regarding the special election in Congressional District 34 to fill the seat vacated by Xavier Becerra when he became California's Attorney General. State Assemblyman Jimmy Gomez was endorsed by the California IATSE Locals, and several phone banks were held at Local 80 and staffed by members of the IA. Congressman Gomez has recognized and thanked the IA Locals for their support.

The California Locals of the IA have come together to create an active political program that continues to raise the profile of the IA in California. Currently there are several pieces of legislation that the Locals are supporting including Senate Bill 17 (SB 17), which reduces prescription drug costs and increases transparency in the pharmaceutical industry. If signed into law, SB 17 would be very beneficial to the health plans in California as they continue to grapple with skyrocketing prescription drug costs.

The Governor's race in California is heating up and there are already several candidates in the race that have long ties to the IATSE. It is anticipated that this will be a long and difficult race.

Vice Presidents Miller and Davis also reported on the activities of the California State Labor Federation in anticipation of an unfavorable Supreme Court decision regarding "Right to Work" for public sector unions.

Vice President Miller reported on the "Christmas in July" event at which the IATSE West Coast Locals donated bicycles and scooters to the city's disadvantaged youth at an event hosted by State Senator Holly Mitchell.

The non-profit organization Working Californians will be holding one of the largest Labor Day events in the country on September 4th. This all-day labor and music festival will be entirely supported and worked by union members for union members. Many of the LA-based IA Locals have committed to participating by purchasing sponsorships and tickets for their members and families to attend. In 2016, the Labor Day Music festival was attended by hundreds of IATSE members and their families and the 2017 event is anticipated to be larger. This event has become a "must attend" for politicians and others as the festival draws local and national coverage as well as top tier acts.

Los Angeles Mayor Eric Garcetti hosted his Creative Pathways initiative to provide internships to underserved Los Angeles youth, and the IATSE was invited. Consistent with that initiative, a number of industry groups have been dealing with the issue of diversity. The California Film Incentive program contains a provision for paid interns to be employed on productions that receive the tax credit. The Career Readiness Program has several options but as diversity in the entertainment industry continues to be a priority issue, more companies are electing to provide paid internships. We have discussed and implemented this with several production companies, and the program has been very well received by members, production, and the industry. Recently, President Loeb and Vice President Miller met with members of the Academy of Motion Pictures Arts and Sciences to discuss the "Gold Initiative" internship program. Vice President Miller reported that he has met with the Academy, industry partners, and the Mayor of Los Angeles' office regarding issues in our industry such as diversity and pathways into the industry. Congressman Cardenas also took a meeting with Vice Presidents Davis and Miller to discuss this important issue.

General Secretary-Treasurer Wood and Vice President Miller reported to the Board regarding the status of the new building to house the West Coast Office and the IATSE Training Trust Fund. The GEB had previously authorized the purchase of a building in Burbank, CA. Since the last meeting, the building purchase was negotiated and finalized for a price of $9,150,000. The building is currently occupied through the end of the year at which time some renovations will take place and the move is anticipated to happen during the spring. The new building is 21,000 square feet on two floors. The IA West Coast operations will occupy the first floor. The space will include bargaining facilities as well as event and conference rooms. The second floor will initially remain as two units with a current tenant remaining through their lease and the other unit being occupied by the Training Trust. The current office building on Riverside Drive will be put up for sale in the next several months. The new building will provide space for the current officers and staff as well as room for continued growth of both the IA staff and the Training Trust Fund. Vice President Miller thanked President Loeb, General Secretary-Treasurer Wood and the Board on behalf of all the officers, representatives, and staff of the West Coast Office.

President Loeb thanked the panel for its report. He noted that the purchase of the new building to house the West Coast Office is an indication of the continued growth and strength of the IATSE.

"Local 2, Chicago, IL, Re: Rigging Ordinance" (Gavel)

## LOCAL 2, CHICAGO, IL
## Re: Rigging Ordinance

International Vice President Craig Carlson reported on Local 2's successful political activism. As far back as 2005, Local 2 has engaged in lawful job actions in order to bring work on outdoor events under its jurisdiction. Agreements were secured on "Lollapalooza", Pitchfork Festival, River West Music Festival and other outdoor festivals because Local 2 engaged in lawful recognitional actions. Nevertheless, as conscientious and diligent as the Local is about securing work under a collective bargaining agreement, some events are done without union, skilled labor.

In an effort to ensure that work on outdoor music and other festivals is performed by workers who are trained in industry-standard safety protocols, Local 2 worked with its elected government officials to pass legislation mandating the use of ETCP-certified riggers on all outdoor festivals/events that use rigged portable audio-visual gear. Specifically, Section 10-8-335 of the Chicago Municipal Code entitled "Rigging Ordinance" provides,

*"All rigging of portable audiovisual equipment and systems must be performed by a person holding a valid riggers certification from the Entertainment Technician Certification Program (ETCP.) No person may employ, direct or allow a person to perform the rigging of portable audiovisual equipment and systems for an outdoor special event unless the person performing the rigging work holds a valid rigger's certification issued by the Entertainment Technician Certification Program (ETCP.)"*

Local 2 has more than 140 riggers who are certified by the Entertainment Technician Certification Program (ETCP). Vice President Carlson reported that this Rigging Ordinance will help to ensure that outdoor events held in Chicago will be safer for workers as well as for patrons. He thanked President Loeb for emphasizing skill-set training, particularly ETCP certifications and for encouraging local unions to become politically active.

President Loeb commended Vice President Carlson and Local 2 for their efforts regarding the Rigging Ordinance, remarking that this is the most potent, effective use of activism the International has witnessed—hands down. The Local's work regarding this ordinance employed the use of all the Pillars of Success: Leadership, Skills and Safety, Activism, and Communication. President Loeb observed further that the Local's hard work in securing the passage of this regulation has ensured its continued growth which will only make it stronger in the Chicago-land labor market. This is a success story.

"Local 523, Quebec, QC, Re: AEG"

## LOCAL 523, QUEBEC, QC
## Re: AEG

International Vice President and Director of Canadian Affairs John Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 523's efforts to finalize a first collective agreement with AEG, the facilities manager for the Videotron Centre Arena located in Quebec City, Quebec.

Representative Vergnano explained that the Local was able to secure a first collective agreement.

Highlights of the first collective agreement include significant wage increases, the introduction of a benefit package, improved premium language, minimum crewing language and a signing bonus.

President Loeb congratulated Local 523 and its bargaining committee on its resolve in getting a first collective agreement with AEG.

PRESIDENT LOEB: Microphone 4.

DELEGATE RAYNALD MONTAMBAULT, Local 523: Mr. President, Raynald Montambault, President, Local 523 in Quebec City instead of Montreal. And no offense to my colleague from Montreal, but I prefer the Nordiques and the Habs, so I just want to thank you.

I also want to thank you and all the International for the great, great help and great support that you provide us for the sound video track. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Thank you. And that correction will be reflected in the record.

(Gavel)

...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:

"Local 680, Saint John, NB, Re: The Imperial Theatre"

## LOCAL 680, SAINT JOHN, NB
**Re: The Imperial Theatre**

International Vice President and Director of Canadian Affairs John Lewis, International Representative Jason Vergnano, Local 680 Vice President Deborah Richardson and Business Agent Colin Richardson reported to the General Executive Board on IATSE Local 680's efforts to organize the Imperial Theatre, an 850-seat roadhouse located in St. John, New Brunswick and the Fredericton Playhouse, a 709-seat theatre located in Fredericton, New Brunswick.

Representative Vergnano explained that he worked with Local 680 President Marcel Boulet and Business Agent Colin Richardson to obtain membership evidence on behalf of stage hands working at the Imperial. The Local then filed its first certification application on September 27, 2016. The first application was dismissed by the New Brunswick Labour Board after a hearing due to alleged errors in the information set out on the membership cards. This alleged error was quickly corrected by the Local and a second application was immediately filed after the dismissal decision was received. On May 12, 2017, Local 680 was certified as the exclusive bargaining agent for stagehands working at the Imperial Theatre.

Building on the momentum from the Imperial Theatre organizing drive, the Local filed an application in respect of stage hands working at the Fredericton Playhouse on May 9, 2017. The Local was automatically certified (without a vote) as bargaining agent for the Playhouse stage hands on June 8, 2017.

President Loeb congratulated Local 680 on its efforts to identify two organizing targets and success in securing bargaining rights at those venues.

PRESIDENT LOEB: Microphone 7.

DELEGATE MARCEL BOULET, Local 680: Mr. President, Marcel Boulet, Local 680, Mainland Nova Scotia and New Brunswick. And thanks to the tireless efforts of International Representative Jason Vergnano, when I introduce myself as the President of Local 680, Mainland Nova Scotia and New Brunswick, I'm not just stating our jurisdiction anymore. I'm now stating where we actively represent workers.

Thank you for your continued support.

*(Applause)*

PRESIDENT LOEB: Thank you.

(Gavel)

*...Reading Clerks Holtgrewe and O'Hern continued the reading as follows:*

"Adjournment" (Gavel)

## ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 9:30 a.m. on Friday, July 14, 2017.

"Report of the IATSE Defense Fund Committee, The Diplomat Hotel, Hollywood, Florida, July 11, 2017" (Gavel)

# REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

### THE DIPLOMAT HOTEL, HOLLYWOOD, FLORIDA JULY 11, 2017

Since the last meeting of the Defense Fund Committee in New Orleans, LA on January 31, 2017 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 15, Seattle, WA, Rhino NW and PSAV Organizing – Legal .....$33,228.50

Local No. 22, Washington, DC, MGM-Maryland – Legal.....13,230.00

Local No. 28, Portland-Salem, OR, Convention Center AV Petition – Legal.....1,038.65

Local No. 56, Montreal, QC, Solotech Organizing – Legal..... 87,934.84

Local No. 58, Toronto, ON, PSAV – Legal ...17,378.30

Local No. 63, Winnipeg, MB, Pantages Playhouse Theatre – Legal .....9,689.42

Local No. 118, Vancouver, BC, Global Spectrum – Legal.....58,341.43

Local No. 153, El Paso, TX, SMG – Legal.....1,546.35

Local No. 154, Ashland, OR, Oregon Shakespeare Festival – Legal .....867.00

Local No. 158, Fresno, CA, SMG – Legal.....1,479.50

Local No. 205, Austin, TX, Zach Organizing – Legal... 761.25

Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/Ste-Foy – Legal.....30,077.00

Local No. 471, Ottawa, ON, Lansdowne Rights Grievances – Legal.....66,426.75

Local No. 500, South Florida, Kravis Center – Legal.. 58.25

Local No. 523, Quebec, QC, Center Videotron – Legal 19,559.76

Local No. 680, Fredricton, New Brunswidk, NB Labour Maters – Legal .....15,480.54

Local No. 745, Minneapolis, MN, NBC Sports Network – Legal .....9,599.79

Local No. 788, Rochester, NY, Rochester Rhinos Soccer – Legal.....7,254.54

Local No. 834, Atlanta, GA, ON Services – Legal.....195.00

Local No. 863, Montreal QC, Center Pierre Peladeau – Legal.....906.87

Local No. 868, Washington, DC, Strathmore – Legal . 4,384.50

Local No. B-173, Toronto - Hamilton, ON, Toronto International Film Festival Inc./Bell Lightbox Office – Legal.....2,292.54

**SUB TOTAL : .....$381,730.78**

**INTERNATIONAL**

IATSE – Altitude and Root Sports R - Case – Legal .....27,993.66

IATSE – Basic Agreement – Legal .....7,577.05

IATSE – Golf Channel, Nu Image, Inc., Hairspray, DGA Briefing, Nexstar Media Group, Osburn Notice of Appeal, PAC 12, Misc. – Legal ..... 20,844.40

**SUB TOTAL : .....$56,415.11**

**LOBBYING AND CONSULTING**

Thorsen French Advocacy.....50,000.00

**SUB TOTAL : .....$50,000.00**

**EDUCATION**

LEAP Reimbursements to Locals/Officers..... 597.00

Misc. Training/InfoComm/Instructors .....160,100.47

**SUB TOTAL : .....$160,697.47**

**GRAND TOTAL :.....$648,843.36**

Respectfully submitted

s/Matthew D. Loeb
s/John M. Lewis
s/Daniel Di Tolla
s/James J. Claffey, Jr.
s/Colleen A. Glynn

PRESIDENT LOEB: That concludes the reports of the GEB meetings.

*(Cheers and applause)*

And I appreciate the patience and the participation of everyone in the hall. I would remind the delegates of the importance of what we just reviewed; that this speaks to the question of accountability and transparency of the General Office and of the Alliance for the last four years. And that's the work that has been done by the International. The work we've done and the actions we've taken by the General Executive Board are embedded in the proceedings of this convention.

*(Applause)*

Are there any announcements?

## ANNOUNCEMENTS

READING CLERK HOLTGREWE: Yes, Mr. President.

Delegates departing early. If any delegates are leaving the convention early, you may drop off your voting card at the delegate registration office in Room 307 starting at 9:00 a.m. tomorrow. Please ensure that your mailing address is complete on the back of the card. The Office of the General Secretary-Treasurer will use these cards to mail your delegate compensation check.

READING CLERK O'HERN: Delegate Compensation. General Secretary-Treasurer Wood will have instructions tomorrow regarding the location of the delegate compensation for those who wish to pick up their checks.

READING CLERK HOLTGREWE: Official Family Hospitality Party. The Official Family Hospitality Party will be held tonight from 7:30 p.m. until 9:30 p.m. in the Grand Ballroom. All delegates and guests are welcome to attend.

READING CLERK O'HERN: Local 764 Raffle Ticket Sale. Theatrical Wardrobe Union Local 764 from New York is selling tickets for a chance to win a handmade quilt with sales benefiting the IATSE PAC. Tickets are $5 each or five tickets for $20. This is Local 764's 16th annual raffle. Tickets may be purchased from Local 764 delegates sitting in the District 10 section.

READING CLERK HOLTGREWE: Missing W-9 forms. Will the following individuals please report to the convention registration office Room 307: Jeffrey Hall of Local 101; Brian Harris of Local 500, Alan Heim of Local 700. There is an error in your paperwork that needs to be corrected before a delegate compensation check can be issued.

A black Montblanc pen was lost by one of the delegates. If found, please return to the general office, Room 312.

In response to the anti-worker agenda of the Trump administration, we, the members of the IATSE, will peacefully assemble at Trump Hollywood located at 2711 South Ocean Drive. This demonstration was planned and enacted upon with leadership from a diverse collection of established and up-and-coming voices for the labor movement. Please join us in front of the Trump Hollywood immediately following the conclusion of today's business.

READING CLERK O'HERN: Districts 11 and 12 Group Photo. Districts 11 and 12 members should all meet in front of the stage at 9:45 a.m., Friday, July 21st, for a group photo.

READING CLERK HOLTGREWE: Finally, a congratulations. Please join us in congratulating Tuia'ana Scanlon of Local 665 and his wife, Jackie, on the much-anticipated birth of their new baby girl Sonya Marie.

*(Standing ovation).*

PRESIDENT LOEB: That concludes today's business, and we'll reconvene tomorrow morning at 10:00 a.m.

*(At 6:05 p.m. Thursday, July 20, 2017, the Convention was recessed, to reconvene at 10:00 a.m., Friday, July 21, 2017.)*

# Proceedings of the Sixty-Eighth Quadrennial Convention

**International Alliance of Theatrical Stage Employees Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada**

**Diplomat Resort & Spa Convention Center Hollywood, Florida**

## FIFTH DAY - FRIDAY, JULY 21, 2017

The Convention was called to order at 10:00 a.m., President Loeb presiding.

PRESIDENT LOEB: Delegates please take their seats – or rise for the invocation to be given by Sister Rose Etta Venetucci, Local 28.

*(Applause)*

### INVOCATION
### ROSE ETTA VENETUCCI
### Local 28

Good morning. Bonjour tout le monde.

*(Cheers and applause)*

Invocation: The first definition on Google of "invocation" is the act of mentioning or referring to someone or something in support of your ideas; the act of invoking something; the act of asking for help or support, especially from a God; a prayer for blessing or guidance at the beginning of a service or ceremony.

We have been asked to focus on growth; not just an ask but an ask backed up with the support of our excellent reelected leaders, the support of funded and effective education, effective communication, and a legislative program.

Many of us pray in different ways. Today let us give thanks for the amazing growth that we have shared. Thanks for the growth this week during our convention.

Thankfully we openly share our solidarity, our equality, our love, and our pride. We have shown that these are not just words; these are actions. We have proven an injury to one is, indeed, an injury to all.

We have been here for each other. We have shared our struggles and our success as union leaders. We have shared our very personal stories of rape on a job site, the loss of a child, the loss of a friend on their way home from a busy day at work, discrimination when buying lunch, and too many cases of cancer. We may not always be aware of the challenges of those working side by side with us, but we have all answered our call to serve.

Now may we all answer the call: Growth Equals Strength for all workers, union and pre-union.

*(Applause)*

PRESIDENT LOEB: I'd like to inform the delegates that the reception last night was not paid for with union funds. The Officers, Representatives and Attorneys put on that party as our thanks to you for all of your hard work and support.

*(Standing ovation)*

Thank you.

## PRESENTATION OF RETIRED OFFICER AWARDS

PRESIDENT LOEB: Today we have some awards to present and the first are the Retired Officer Awards. And the inscription reads: "The membership of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, as evidence of its appreciation presents this plaque to... for his or her effective leadership and service as an International Officer," signed by myself and General Secretary-Treasurer Wood, Hollywood, Florida, July 21st, 2017.

I would like to call to the dais first retired Vice President Jack Beckman.

*(Standing ovation)*

RETIRED VICE PRESIDENT BECKMAN: Thank you all very much.

Just two quick things. I'd like to thank my family for all the dinners and family functions that I've missed. Thanks for sticking with me.

And second, and foremost, yesterday I heard you all give the "atta boys" to all the Vice Presidents, Special Reps and Reps and Vice President and President Loeb.

Today I want to say "atta boy" to you guys. Thank you.

*(Cheers and applause)*

PRESIDENT LOEB: Next is retired Vice President Walter Cahill.

*(Standing ovation)*

RETIRED VICE PRESIDENT CAHILL: Words can't express how proud I am proud to be a member of this great Alliance. Everything I and my family have is owed to this great union. And there can't be any greater honor than to be assembled with this incredibly talented group of brothers and sisters who help bring entertainment to everybody in the United States and around the world. Thank you so very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is retired Vice President Tony DePaulo.

*(Standing ovation)*

RETIRED VICE PRESIDENT DePAULO: Well, as Walter Cahill just said, I owe everything I have to Local One and the International Alliance. I have to thank my delegation led by Vice President James Claffey, all my brothers and sisters in New York, District 10, my Canadian friends, merci beaucoup, and thank you, and all the delegates that have supported me over the years.

Not only am I honored, but I consider myself very fortunate to be able to stand there and have a career and do every single thing that I love the whole time and help improving the lives of people and workers around this great Alliance. And I want to thank you for your support. Thank you very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is Retired International Representative Barny Haines.

*(Standing ovation)*

RETIRED INTERNATIONAL REPRESENTATIVE HAINES: Isn't that something, eh? And it's a lot heavier than it looks.

I truly appreciate it. And thank you, President Loeb, and General Secretary Wood for all your support throughout my entire career.

I have to make special mention of all the Canadian delegation, especially District 11, of course, my home District 12, which I had the honor of representing for over twenty years as a District Secretary-Treasurer. Thank you all for your love and support.

I wanted to do something, a little thing special for everybody here, and it's something from my favorite song writer and composer, Mr. Burt Bacharach. But I won't.

*(Laughter)*

I want to thank everybody here because over the last 20-plus years that I've been coming down here, everybody in the United States of America, this great country, has shown me nothing but love and support every time I have crossed your border. I love you all. I wish I could stay here; I truly do. This is a great country. Again, I wish I could stay here, but I have to go back to Canada. God save my Queen and God bless America. Thank you very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is retired Special Representative Ron Kutak.

*(Standing ovation)*

RETIRED SPECIAL REPRESENTATIVE KUTAK: I'm not going to give a speech; nobody wants to hear that. It's been a great run for me. I got to do all kinds of work I never would have done ordinarily all across the U.S., Canada, and even overseas.

I'd be remiss if I didn't thank ex-President Tom Short and President Loeb for their respective confidence in me in allowing to do all this that I love to do. Thank you all, and it's just been great. I really appreciate it. Thanks.

*(Standing ovation)*

PRESIDENT LOEB: The next person is not in attendance at the convention, but it's retired International Vice President Brian Lawlor, and we'll make sure that he gets his plaque as well.

*(Standing ovation)*

Now, retired Assistant to the President, Debbie Reid.

*(Standing ovation)*

RETIRED ASSISTANT TO THE PRESIDENT REID: Thank you. Thank you, President Loeb, General Secretary-Treasurer Wood.

I did bring some notes, Ron.

Well, it's my 16th convention, but it's been very unusual this week because for me it's the first convention that I didn't – I felt like there was something I was forgetting to do.

*(Laughter)*

To be seated up here on the dais all week with the great leadership of this Alliance has truly been an honor and a privilege.

I want to express my gratitude to each of the International Presidents I've worked for – Walter Diehl, Al DiTolla, Tom Short, and our great leader today, Matt Loeb.

I was fortunate over the years to have them, and so many others, as mentors, including Harold Spivak, who, when I first started, was General Counsel. I want to thank the support staff in all three of the IA offices. I have worked closely with them, and they were always there to support me if I ever needed help. They worked very hard and are the backbone of this International.

I have seen many technological and cultural changes over the years, among others, and these changes have helped the International progress and become the greatest entertainment union in the labor movement.

This is an exciting time for the IA, and under the incredible leadership and vision of President Loeb, I know the IATSE will continue to grow, become better and stronger, and provide the very best representation to workers across the U.S. and Canada. I can't wait to see what's next.

On the day of my interview with the President's department in the General Office, at the age of 19, I was a nervous wreck when I was brought in to meet the International President, Walter Diehl. And one of the questions he asked me was, "Are you planning to participate in the pension plan, Kid?"

*(Laughter)*

Well, because of the way I must have looked him, he knew he threw me a curve. So he said to me, "Why don't you go home and talk to your parents?" So I did, and today I count my blessings.

I had no idea when I first started that I would meet so many wonderful people, and had no idea that the IATSE would become my extended family, that I would wear my IA pin as a badge of honor, and that the IATSE would run through my veins and live in my heart as it always will.

From the time I was a child, my father would tell me and my brothers, "Work hard, and don't just do something because of what it can do for you or to get a pat on the back, but instead, what it can do for others."

Through the many years that I've been with the IA, if through any of my work I've been able to help one of the staff, one IA member, one local officer or District Secretary, one IA Rep or one International officer or the Presidents I have served, I will leave here happy.

It has been an incredible week. You have all been very kind to me. I wish you all the very best of success in growing and strengthening this Alliance as you continue to move forward. And Dad, I hope I've done you proud. God bless.

*(Standing ovation)*

PRESIDENT LOEB: Debbie actually trained a few International Vice Presidents.

*(Laughter)*

It's true.

Next is James Varga, retired West Coast Counsel.

Jim?

*(Standing ovation)*

WEST COAST COUNSEL VARGA: Thank you. President Loeb, General Secretary Wood, thank you for inviting me here today to join the convention.

It's been my privilege and honor to be with the IA for the last dozen years as your West Coast Counsel. Matt, I want to especially say, thank you for the confidence that you've shown in me to represent the Alliance, both at union meetings, in the courthouses, and as a representative of the Training Trust. It's been very special to me.

I want you to know, it's been really pleasing to me to have had the chance to work with so many of you in the room over the years and help yourselves and your Locals. It's been very special and I'm honored to have done it.

Finally, as many of you know, I'm not really moving out, I'm moving up. I'm going to Seattle, where I'll be joining my wonderful wife, Andrea Friedland, as she carries out her duties as the Rep at Local 15. And the next time you see me, I won't be the Counsel, but I'll be happy to say, "I'm the spouse."

Thank you.

*(Standing ovation)*

PRESIDENT LOEB: And last, but not least, is retired International Representative Joel Youngerman.

*(Standing ovation)*

RETIRED INTERNATIONAL REPRESENTATIVE YOUNGERMAN: Thank you very much. It's been wonderful being here this week and seeing old friends and colleagues.

I'd like to thank, first, Sandy England and Dan DiTolla for convincing Tom Short to hire me in the first place; to President Loeb, Secretary-Treasurer Wood, and the Executive Board, for allowing me to enjoy the best job I've ever had in a 50 years' working life; to my dear friends Bobby Riggs and Rachel Magee for their kind words on the floor yesterday; and especially, to all the brothers and sisters of this great Alliance, for enriching my life every day of the last 13 years. And finally, to my wonderful wife, Nancy, for putting up with me for the last 24 years.

Thank you very much. In the immortal words of Bob Trombetta, "Thank you."

*(Standing ovation)*

## INTERNATIONAL PRESIDENT'S AWARDS

PRESIDENT LOEB: We'll now give out the International President's Awards. The inscription reads as follows: "The International President's Award presented to - in recognition of outstanding dedication to his or her craft, his or her Local, and his or her fellow brothers and sisters, the IATSE 68th Quadrennial Convention, Hollywood, Florida, July 17th to the 21st, 2017," and they are signed by me as International President.

And the first award goes to my friend and someone who, in my opinion, has reinvented the projection craft out of Chicago, Illinois, and that's Steve Altman.

*(Standing ovation)*

DELEGATE STEPHEN ALTMAN, Local 110: Just like to say, thank you to all my brothers and sisters here in the IA. It's been a great experience. I especially want to give thanks to all the Chicago Locals for helping me out. Local 2, 476, 769, 762, and 750. I thank you very much.

And also thanks to everybody at Local 110 for all their support, also. Thank you very much.

*(Applause)*

PRESIDENT LOEB: Next is someone we're trying to figure it out, but we're pretty sure has been an officer of his local union for almost 30 years from Toronto, Canada, Local 873, Wayne Goodchild.

*(Standing ovation)*

DELEGATE WAYNE GOODCHILD, Local 873: Well, very surprised, obviously. Thank you very much, President Loeb, and thank you very much, James Wood. Me and James Wood started in Local 873 pretty well together almost 43 years ago. It's been a great journey.

I joined the IA when I was 16 years old. I'm now 61, so I've been a member for almost 45 years. I've got to basically say that everything I have today I owe to being a member of the IA, and I'll never forget that. I'm very grateful.

So thank you very much. I appreciate it. We're going to have a great future. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Next is a person who has been a tremendous leader, a great trade unionist, has devoted much of his life to leading, and that's from Local 22, Washington, D.C., Irving "Chuck" Clay.

*(Standing ovation)*

DELEGATE IRVING "CHUCK" CLAY, Local 22: I told President Loeb, "You got me."

*(Laughter)*

Thank you. This is totally unexpected, but greatly appreciated. Thank you so much. And to all my IA brothers and sisters, thank you.

*(Standing ovation)*

PRESIDENT LOEB: Next is a person who has been a great leader of a great organization, one local union to which I happen to be a member, and that's from United Scenic Artists Local 829, Cecilia Friederichs.

*(Standing ovation)*

DELEGATE CECILIA FRIEDERICHS, Local USA829: I mean, if you know me, you know I'm rarely speechless.

*(Laughter)*

But I'm a little speechless. But I can't thank you enough for this. It means so much. You know, we joined this great Alliance 17 years ago, and every day since then has been a blessing to my Local. And thank you.

*(Standing ovation)*

PRESIDENT LOEB: The next award goes to someone with a proven track record in the labor movement in Canada, who has excelled and brought credit to the Alliance for all of her work and was recently made an officer of this union, and that's Siobhan Vipond of Local 210.

*(Standing ovation)*

CLC DELEGATE VIPOND: Just being here is an absolute honor. It is – some people find it surprising that I don't always feel strong to stand up for myself, but I will stand up for every single one of you and every single member of this Alliance every day of my life.

So march on, Sisters and Brothers. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: And the last award goes to a woman whose local union, in spite of tremendous challenges, is aggressive in organizing and they're always successful and able, and that's Anne Vantine, Local 868, Washington.

*(Standing ovation)*

DELEGATE BARBARA CHURCHILL, Local 868: I'm not Anne Vantine. She isn't here. She allowed me to come to this conference, to this convention. I'm Barbara Churchill, the President of this Local 868.

So I'm accepting in behalf of Anne Vantine, who I am so proud of. She does incredible work. She is the best that could ever be.

So thank you so much. And I know it will mean so much to Anne.

*(Standing ovation)*

## PRESENTATION OF OUTSTANDING WOMAN LEADER AWARD

PRESIDENT LOEB: Next is the award for Outstanding Woman Leader, which reads: "In appreciation for the exceptional leadership, concern for fairness, and her efforts on behalf of the women of the IATSE, July 21st, 2017, the 68th IATSE Quadrennial Convention, Hollywood, Florida," signed by myself and General Secretary-Treasurer Wood. Goes to Cathy Repola.

*(Standing ovation)*

WOMEN'S COMMITTEE CHAIRPERSON REPOLA: Thank you, President Loeb. You know, as I said at the Sunday event when I opened, being Chair of this committee has been one of the deepest honors of my professional life. And I didn't think it could get any better, but since Sunday, the outpouring from all of you to the Women's Committee has been fantastic. It's extraordinary. I don't even have the words to express it. I'm still on a high from the Sunday event. Lack of sleep, but still going.

I just want to say that while it has been an absolute pleasure to be the Chair of this committee, I believe that the success of the committee is because we determined from the onset that this was not about any one of us, but it was a collective effort to embrace all of the women of the IA throughout all crafts, all regions, to uplift them, to inspire them, to empower them. And that is what it's all about, and that's why we're doing a good job. We'll keep it up.

*(Standing ovation)*

## PRESENTATION OF THE OUTSTANDING YOUNG LEADER AWARD

PRESIDENT LOEB: The Outstanding Young Leader Award reads:

"In recognition of her leadership and in appreciation for her extraordinary contributions as one of the Young Workers who are the future of this Alliance. July 21, 2017. 68th IATSE Quadrennial Convention. Hollywood, Florida," signed by myself and General Secretary-Treasurer Wood.

This is a woman who led the Young Workers in her Local and has really taken the call with what is an important part of our future and success, and that is Marielle "Apple" Thorne, Local 720.

*(Standing ovation)*

OUTSTANDING YOUNG WORKER AWARD RECIPIENT THORNE: I don't know what to say. I'm speechless. Thank you so much. I love the Young Workers. I'm so excited to see what they're going to do. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: In researching our records, we were unable to identify any 50-year delegates to the convention. If we've missed any and the delegates or locals have information about a 50-year delegate, let us know and we will have an award plaque prepared.

## OBLIGATION OF OFFICERS

PRESIDENT LOEB: We will now proceed to the Obligation of Officers, and Retired Vice President Walter Cahill will swear us in.

If all the officers will come up here.

Walter, you stand here at the dais, please.

RETIRED VICE PRESIDENT CAHILL: Please raise your right hand and repeat after me.

"I, (state your name), do hereby pledge my word of honor to perform the duties of my office as set forth in the Constitution and Bylaws of this union to the best of my ability, and to bear true allegiance to the International Alliance.

"At the close of my official term, I solemnly promise that I shall deliver to my successor in office all books, papers and property of this union and of the International Alliance which may be in my possession. To these promises I pledge my word, fully realizing that to violate this pledge is to stamp me a person unworthy of trust."

You have obligated to the best of your ability to discharge the duties of your office. You will now proceed to your station and perform the duties of that office and so conduct yourself as to be worthy of the trust reposed in you.

Congratulations.

*(Applause)*

PRESIDENT LOEB: Before all the newly elected officers say a few words, I'd like to express my appreciation to a number of people.

And first I want to thank the hard-working brothers and sisters of HERE, Local 355, and the Plumbers, 719 and 725, who provided us service and hospitality for the past two weeks.

Thank you, Brothers and Sisters.

*(Standing ovation)*

Most certainly the staff – and I know that General Secretary-Treasurer Wood will say more about this – but they did an incredible job and their work is much appreciated.

The great work, also, by our production AV and sound crew for keeping this convention up and running. Cameras, Stagecraft and AV. Great job.

*(Standing ovation)*

Our two photographers, who have been following me around aimlessly, like walking around the desert like Moses, who have done a fantastic job. They're saints, and they put up with whatever it is we threw their way. And that's Van Redin and Ron Phillips. Thank you so much.

*(Standing ovation)*

And the special work that was done by Tommy Hill and Dan Mahoney, Dave Garretson, Krista Hurdon. And especially for all the work she did, MaryAnn Kelly, to make this a great convention.

*(Standing ovation)*

My trusted assistant, Alex Tomais, without whom I'd be likely wandering around the hotel lost, told me where to be and when to be there.

I couldn't have done it without you. Great job. Great.

I want to thank my nominators for their words of support that reinforced the importance of what we do, and you humbled me with your remarks yesterday.

To General Secretary-Treasurer Wood, for his work every day and his dedication to this Alliance. The work that he did at this convention, it simply wouldn't have been what it was without the work of General Secretary-Treasurer Wood. So thank you, Jamie.

*(Standing ovation)*

And to all the officers and representatives of the International. And it takes a village and it is a village. These folks are absolutely committed, they do a fantastic job, with dignity and with honor, that's worthy of this great organization; and I thank all the officers and representatives for their hard work.

*(Standing ovation)*

If I do this for 15 more minutes, it will be aerobic.

*(Laughter)*

But that's not the plan.

Folks, to the delegates who support this administration and who have acted on behalf of the members of this convention, thank you for your work and your commitment and your dedication and your support. Nothing happens with a vision just by saying it out loud; people have to act on it. And that's exactly what's happened here, and that's what I hope for, when we leave this convention, that we take home this feeling of solidarity and strength that we've created at this convention. So I also thank all of you for your commitment.

*(Applause)*

And to the host locals, for their incredible hospitality this week and all the hard work that they all did, especially to Chairman Terry McKenzie in hosting this great convention, what I believe is the greatest convention this Alliance has ever had. Couldn't have done it without you. So thank you very much to the host locals.

*(Standing ovation)*

Being chosen to be the International President of this Alliance is the honor of a lifetime, and I take extremely seriously the obligation to represent members and bring prosperity and security to their families. I want you all to know that your commitment to the members in support of our shared vision are crucial in our success. We are the sum of our parts.

I'm looking out at a strong group of proud delegates that bring us into the future with resolve and solidarity. I can tell you, this is the largest convention we've ever had. This is the strongest convention we've ever had. There's more solidarity here than there ever has been in the past, and we will remain the greatest union in the labor movement, because we are all in this together.

*(Standing ovation)*

And you have my absolute commitment, with everything that I am, to do the very best I can do so that our mission and our goals are successful. And our mission and our goals are all about the members. And whenever you ask yourself the question, "Am I doing the right thing?" think about the members. And that's usually pretty good guidance, folks.

So I am absolutely honored to remain your International President, and I will do all I can on behalf of this great Alliance and its membership. Thank you.

*(Standing ovation)*

Thank you. We'll now hear comments from the newly elected officers, starting with General Secretary-Treasurer Wood.

GENERAL SECRETARY-TREASURER WOOD: I was thinking earlier this week, that I realized, I attended my first convention almost 30 years ago, in 1988, in Reno, Nevada. And I've attended every one since, and this makes my tenth convention. But I will tell you this: To echo what President Loeb said, I have never seen a convention and a group of delegates so unified and singular of purpose than this convention. And we will all be better for it, and the hard work you did is well worth it. We are going to continue to make this union better and stronger over the next four years with your help.

And like all good things, it all starts at the top. President Loeb has assembled, in my opinion, a fantastic group of officers and representatives to work on your behalf. It's an honor to be part of that team with them. And, Matt, it's a pleasure to work with you closely every day.

I'd also like to echo President Loeb's comments in terms of thanking the IA crew in front of the screen

and behind the screen. You guys did it the IA way, you did a great job, you made my job easy; so thank you very much.

*(Applause)*

I want to thank my nominators, Bobby and Anthony. Your kind words yesterday were much appreciated. Thank you very much.

And of course, I need to thank the staff in the General and the Finance office. You guys have worked tirelessly, for months, to prepare for this convention. And every single one of you has kicked butt the past two weeks, working long hours and doing a fantastic job. So President Loeb and I and everyone is appreciative for your help, and I thank you very much.

*(Applause)*

I want to thank my daughters, Kate and Allie, for being here the past two weeks, helping to keep me sane. I'm proud of you guys every day. Thank you.

*(Applause)*

And lastly I want to just thank the delegates for all your hard work. You put in the hours. A vacationer was here and stopped me in the elevator and said, "I don't know what you guys do, but I've been to a lot of conventions and your people work really hard."

*(Laughter)*

I said, "Yes, they do."

I thank you for that. I thank the delegates who had kind words for me in the hallways. I appreciate it. I don't do this job for accolades, but, you know, I am human and hearing someone appreciates your work once in a while isn't a bad thing. So thank you.

Have a safe trip home, everybody. Thank you very much.

*(Standing ovation)*

PRESIDENT LOEB: And I was remiss in not thanking my son who is here with me. I'm not sure he kept me sane like Jamie's daughter did –

*(Laughter)*

– but it was great to have him here. Jonas Loeb, who is here in the back of the room, thanks, buddy.

*(Cheers and applause)*

Next is Vice President Michael Barnes.

VICE PRESIDENT BARNES: Good morning, everyone. I obviously would like to thank the delegates for this reelection. Without you guys, I'm not here.

I'd like to thank the delegation from Local 8, which always supports me. I would like to thank my nominators who did a fantastic job.

And I'd like to thank President Loeb. He set an energy level in this convention that I have not witnessed. Obviously sitting in the first seat, I've been here the longest and I've never witnessed this much good energy coming out of the convention.

Thank you. I look forward to a great four years.

*(Standing ovation)*

PRESIDENT LOEB: We'll now hear from Vice President Thom Davis.

*(Applause)*

VICE PRESIDENT DAVIS: Good morning. I'd like to start by thanking my nominators, Brady Majors and Debbie Richardson. And I want to thank everybody in this room, and especially the delegation of Local 80; the strongest, most dedicated and probably the best delegation from Local 80 I've seen since 1984. You are a testament not only to all of the members of the IA but especially the members back home in Local 80 in Los Angeles. I commit to you that I will represent you and all the members of this great Alliance with honor and with pride.

Thank you very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President Damian Petti.

*(Applause)*

VICE PRESIDENT PETTI: Good morning, everyone. My first convention was in Chicago in 2001, and I've got to tell you I'm amazed at how far our union has come. President Loeb was already a rising star in the IA and Mike Miller, Jr. – well, I called him "The Kid from Cleveland," he occasionally lets me call him that, but not so often anymore.

*(Laughter)*

I would really like to thank the Canadian delegation and both of my families, my IA family and my family seated in the back. It's a pleasure, a privilege. I'm so honored. I love our union.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President Mike Miller.

*(Cheers and applause)*

VICE PRESIDENT MILLER: Thank you. First of all, let me say that I am absolutely honored to be elected to sit on the stage with the leaders of the finest labor union in North America.

*(Cheers and applause)*

I need to recognize and thank my nominators, my very good friend Joe Short and Sue Cabral-Ebert. Thank you for your kind words and your support.

My home locals by seniority, 27, 209, B27, and Local 80.

*(Applause)*

We have a wonderful staff in the Motion Picture Department in the West Coast Office, and I have great people to work with. I think I could probably get a lobotomy and still do my job with the staff that I have to work with.

*(Laughter)*

Actually, I was accused of that not too long ago. Vanesssa Holtgrewe, Dan Mahoney, and everybody in the Motion Picture Department in the West Coast Office, thank you.

*(Applause)*

I am humbled and I am energized by your support. And I will do everything in my power to continue to earn it. Thank you so much for this opportunity.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President Dan Di Tolla.

*(Cheers and applause)*

VICE PRESIDENT Di TOLLA: Good morning. Thanks to John Brasseux and Nick Kaledin for nominating me.

Thank you, President Loeb, and Secretary-Treasurer Wood for your leadership.

I'd like to thank all my co-workers in the Stagecraft Department, especially Joe and Tony. And thank you to the delegates for expressing your confidence in me. Thanks.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President John Lewis.

*(Applause)*

VICE PRESIDENT LEWIS: Good morning. I'd like to thank, first of all, my nominators. I'd like to give a shout out to my Canadian delegation.

*(Applause)*

President Loeb, my fellow officers and delegates, I commit to you that I will work as hard as I can every day for the next four years to bring about the great change and future for this organization. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President John Ford.

*(Applause)*

VICE PRESIDENT FORD: Good morning. Thank you very much. I'd like to start by thanking my delegation and my nominators, Johnny Fundus and Colleen Donahue. It's really a great honor to be here.

If there's anything I can ever do for any of you or your members, please do not hesitate to contact me right away. All right. Thanks all very much. Bye.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President Craig Carlson.

*(Applause)*

VICE PRESIDENT CARLSON: I thank my Sisters and Brothers, my nominators, Stephen Poster,

Christina Kasperczyk, Local 2 delegates, District 9 delegates.

I'm honored and do not take lightly the trust you've placed in me to serve you under the leadership of President Loeb. I promise to work hard every day to continue to earn your trust. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President Bill Gearns.

*(Applause)*

VICE PRESIDENT GEARNS: Well, I want to thank the delegates for giving me the opportunity to continue to serve on the General Executive Board.

I wish to thank my home local, Local 30. I wouldn't be here without them.

I want to thank my nominators, Joanne Sanders and Marcel Boulet. It's an honor and a privilege. I thank you all very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is Phil LoCicero, International Vice President.

*(Applause)*

VICE PRESIDENT LoCICERO: Thank you, President Loeb. The first thing I need to do is thank my nominators, Rosemary Levy and Chandra Miller; they were fantastic. That's something when you get asked to do, naturally you say, "Oh, yes, I'm honored," but you probably walk away saying, "I really don't want to do that."

*(Laughter)*

But thank you to my home local delegates, 478, my home District 7, the district that I chair, 14. Love you guys.

*(Applause)*

I ask this whole delegation to bring this energy, do your best to bring it back to your members and energize them.

That's it. Thank you.

And one other thing. God bless Mike Proscia.

*(Cheers and applause)*

PRESIDENT LOEB: Next is International Vice President Faye Harper.

*(Cheers and applause)*

VICE PRESIDENT HARPER: Good morning. I'd like to thank my nominators, Sandy England and Joanne Sanders.

President Loeb, General Secretary Wood, and to you, my Brothers and Sisters, I thank you for your support. I thank you for your love. Safe travels home; and I love you much.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President Colleen Glynn.

*(Applause)*

VICE PRESIDENT GLYNN: Good morning. President Loeb, General Secretary Wood, General Executive Board and delegates, I'd like to thank you all for the trust and faith you've bestowed on me to serve this great Alliance as your International Vice President No. 12. I am so proud to be part of this fantastic team.

I'd like to give a special thanks to my nominators, Chris Welling and Cathy Repola and my always supportive District 3 brothers and sisters.

*(Applause)*

Today it's my turn to say, I believe there is, and I am so grateful for, the unlimited potential for IA women. Thank you all very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Vice President James J. Claffey, Jr.

*(Applause)*

INTERNATIONAL VICE PRESIDENT CLAFFEY: Thank you, Mr. President.

Let me start by also thanking my nominators, Dan Dashman, Toby McDonough. I appreciate the kind words. And, Dan, I have many folks looking for grocery money; I appreciate that very much, those comments.

*(Laughter)*

I've often said – you know what, let me start with my delegation. From the oldest entertainment union in the United States of America, Local One, my thanks to my delegation.

*(Applause)*

I've often said that good leaders lead with their good hearts, good minds, and even better intentions. And I've seen that this week. I haven't always seen that. I couldn't be more proud. I've seen a lot of friends from the past, I've made new friends. I appreciate everybody's kindness to my dad, who's made the most friends.

*(Laughter and applause)*

Thank you, Dad.

I owe my life to Local One, the life that I enjoy, to the IA. With great pride, I will continue on.

I would be remiss that I didn't give another shout-out to General Secretary James Wood and to one of my heroes – and I'm not – I'm going to keep saying it, the International President Matt Loeb.

*(Applause)*

Thank you very much.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Trustee Pat White.

*(Cheers and applause)*

INTERNATIONAL TRUSTEE WHITE: Good morning. First of all, I want to thank my husband, Rick Martin, and he's here with my father-in-law, Barry Martin, today. So thank you both. I love you.

*(Applause)*

Thanks to my nominators, Martha and Kent. To my whole team at the Education and Training Department: Robyn Cavanagh, Ben Adams, Jennifer Halpern, the fabulous Alan Rowe and his whole ICAP team.

*(Applause)*

And Liz Campos and everybody at the Training Trust Fund. My IA family on this stage and out in the house, all the Reps and everybody who's back in the offices holding the fort.

And of course, my Local 764 family. I am so proud of all of you. And I want everybody to know that this Local is the local that really shows me – you know, sometimes they're kind of like my lab, right? They show me what's possible. And all of you and our members have taught me that it's possible for set costumers to turn into leaders, tailors to turn into activists, young workers to turn into delegates, veteran leaders to turn into teachers, men into feminists, women into rock stars, and everyone into organizers. Organizing makes us stronger. Growth Equals Strength.

Thank you so much, everybody.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Trustee Carlos Cota.

*(Applause)*

INTERNATIONAL TRUSTEE COTA: I want to thank you, President Loeb, for granting me this opportunity to serve as International Trustee under your leadership and the leadership of General Secretary-Treasurer Wood.

Thank you, Jamie, for your guidance and example. It's a pleasure serving under you. You run a tight ship in New York, and it was refreshing to see.

I want to thank my nominators in my home Local. I'm honored to serve in this capacity, standing on the shoulders of so many great men and women, one of which I'd like to acknowledge, I've been thinking about him all week. And that's our Retired Vice President Eddie Powell. I know he's been thinking about us, and I wish he was here to share this.

*(Applause)*

Can't wait to sit with him next time I'm in the Bay Area and share this experience.

I want to thank my wife and family for sharing my time and being understanding. And I want to thank each and every one of you for entrusting me with this great responsibility. I'm truly humbled and honored. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Next is International Trustee Andrew Oyaas, "Roo."

*(Cheers and applause)*

INTERNATIONAL TRUSTEE OYAAS: I certainly hope those aren't "boos" that you're saying.

*(Laughter)*

And we're one step closer to the distribution of delegate checks that IA D7 call "the running of the delegates."

*(Laughter)*

Thank you, Brothers and Sisters, for your support. It's an honor and privilege to serve you all. I also want to thank my nominators, Chaim and Sara. Your words touched me deeply. Thank you very much. Lastly, thanks to my supporters in the cheering section, and now across the floor, for your support in all of this. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: Next is CLC Delegate and President's Award recipient, Siobhan Vipond.

*(Applause)*

CLC DELEGATE VIPOND: So for those following along, I'm the last one.

*(Laughter)*

So I just want to say a huge thank you to my nominators. And a big thank you for her generosity of spirit and support, my predecessor, Kelly Moon.

*(Applause)*

Yeah. I also want to thank my Local, 210. And I am so proud and honoured to be a part of the Canadian Caucus. You are a fantastic group of people. And for the record, that was "honoured" with a U.

*(Laughter)*

I can't imagine standing with a group of people better than the ones here on the stage, and I appreciate that profoundly.

I need to – a special thanks to President Loeb and General Secretary Wood, for your – just support and guidance. The moment I was sworn in to this union was one of the proudest moments of my life and probably the proudest moment, but this is really coming close. Oh, and my daughter and my wedding. Sorry, yeah.

*(Laughter)*

But this, this is amazing.

There's some people, like – our jobs are hard. Everybody here is all in. We get an all-in. Some people go on vacation to rejuvenate. And I think this convention has been a rejuvenation, because the energy, support, and the friends that I have made means that I can go farther.

In the outside world, I think it's kind of, at times, scary, and seems like we are under crisis, but through crisis comes opportunity. And I can't think of a better group of people to be with through that opportunity. So we got this. Thank you.

*(Standing ovation)*

PRESIDENT LOEB: We'll now have the announcements. Are there any announcements, General Secretary-Treasurer – oh, you know what? First we have to do the raffle of the Convention Gavel.

## RAFFLE OF CONVENTION GAVEL

PRESIDENT LOEB: The gavel and the boxes were made by Local 500 members Thomas McLellan and Edward Gurney, Sr., and they're absolutely beautiful.

*(Applause)*

That's the box.

Can I have Terry McKenzie come up to pick the ticket? The Host Local Chairman, Terry McKenzie? There he is.

*(Applause)*

Pick the ticket. Don't pick your own name.

*(Laughter)*

The winning Local, Local 900.

*(Applause)*

Someone from Local 900, come up and collect the gavel.

There it is. No running. Okay. Be careful.

*(Applause)*

All right.

Now, are there any announcements?

## ANNOUNCEMENTS

READING CLERK NEVILLE: We have two found items to report. Left in the men's restroom behind the stage is a Live United baseball cap. And found yesterday on the second floor in the convention center here is a silver chain.

So they will be up here at the front if anyone wants to claim them.

READING CLERK DINKEL-SMITH: We would like to thank the Sergeant-at-Arms and pages from the host locals who served this week: Victoria Olson, Local 500. Thomas McLellan, Local 500, 477. Gary Darling, Local 500, 477. Fred Schwendel, Local 500, 477. Helda Pinz, Local 500. David Kent, Local 500, 477. Edward Gurney, Local 500. Jo Anne Czirr, Local 500. Floyd Black, Local 477, 38, 500. Greg Casper, Local 798. Dan Williams, Local 477. Tony Alley, Local 477.

Thank you.

*(Applause)*

PRESIDENT LOEB: Now we have some announcements from General Secretary-Treasurer Wood.

GENERAL SECRETARY-TREASURER WOOD: Immediately at the close of the convention we will distribute the transportation and per diem checks in the Regency Ballroom one level down. If you want to get it personally, you can. We should be able to distribute them within an hour, so please don't go to the beach and come back three hours later; the staff will not be there.

If you just want to drop off your ID card with the address filled in on the back, you can do that. There will be a box at the ballroom. We will mail the checks next week. Just make sure it's legible and you've completed your address, and that's it.

*(Applause)*

PRESIDENT LOEB: Thank you.

I will now entertain a motion to adjourn.

Microphone No. 3.

DELEGATE JANE E. LESLIE, Local 33: Mr. President, Jane Leslie, Local 33, Stagehands. I'd like to make a motion to adjourn.

PRESIDENT LOEB: Microphone No. 5.

DELEGATE DOONER, Local 800: I'm Dooner, Local 800. I second that motion.

PRESIDENT LOEB: All those in favor of the motion, say aye.

Opposed, say no.

(Gavel)

*(At 11:17 a.m., Friday, July 21, 2017, the 68th Quadrennial Convention of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO/CLC, was adjourned sine die.)*

# Appendix A
# Convention Committees

## AUDIT & FINANCE COMMITTEE

### CHAIRPERSONS:
Michael Barnes, Michael F. Miller, Jr.

| | |
|---|---|
| DOONER | LOCAL 800 |
| ADAMS, THOMAS L | LOCAL 80 |
| ANDERSON, DAVIN C | LOCAL 219 |
| ANTHEUNIS, JUSTIN R | LOCAL 58 |
| AVILA, EDWARD A | LOCAL 600 |
| BARBER, IRISH H | LOCAL 665 |
| BEASLEY, STEPHEN F | LOCAL 484 |
| BERLING, SHIRLEY | LOCAL 769 |
| BERNARD, AARON S | LOCAL 695 |
| BERNFELD, WIN | LOCAL 100 |
| BLANCHARD, LESLIE A | LOCAL 504 |
| BLOOM-HEDINE, LINDA | LOCAL 488 |
| BORN, DOUGLAS | LOCAL 114 |
| BRASSEUX, JOHN L | LOCAL 22 |
| BRONSWYK, AMANDA L | LOCAL 891 |
| BROWN, KATY M | LOCAL 15 |
| COCOME, RONALD | LOCAL B868 |
| COLE, TOMMY | LOCAL 706 |
| CONRADE, THOMPSON G | LOCAL 320 |
| COPELIN, CIARAN | LOCAL 667 |
| DELUCA, GIGI | LOCAL 805 |
| ELIAS, WILLIAM | LOCAL 700 |
| ELLIS, DEJON | LOCAL 80 |
| FOLEY, RICHARD | LOCAL 347 |
| FRASER, JOE H | LOCAL 873 |
| GATES, DENNIS M | LOCAL 762 |
| GEORGE, SCOTT M | LOCAL 700 |
| HADDAD, FRANK | LOCAL 891 |
| HARBINSON, SCOTT D | LOCAL 492 |
| HERBERT, GEOFFREY S | LOCAL 491 |
| HOGAN, MARK A | LOCAL 476 |
| HOHMAN, EDWARD | LOCAL 487 |
| HOLBROOK, DEBBIE | LOCAL 775 |
| HOLDRIDGE, KIMBERLY A | LOCAL 631 |
| IANNACCONE, ROBERT | LOCAL 705 |
| JAMES, JOHN S | LOCAL 748 |
| JARRELL, DANIEL F | LOCAL 209 |
| KERINS, DANIEL K | LOCAL 2 |
| LEHANE, MICHAEL | LOCAL 27 |
| LESLIE, JANE E | LOCAL 33 |
| LETAIN, BRENT | LOCAL 63 |
| LEVY, ROSEMARIE M | LOCAL 798 |
| LUTGE, STEVE | LOCAL 16 |
| MACDONALD, JAMES A | LOCAL 481 |
| MARANCIK, MICHAEL J | LOCAL 82 |
| MARSH, KAY L | LOCAL 200 |
| MCDONOUGH, ROBERT | LOCAL 1 |
| MCGAVIN, WILLIAM G | LOCAL 52 |
| MEDINA, SERGIO A | LOCAL 857 |
| MILLER, CHANDRA C | LOCAL 478 |
| MILLER, E. JOSEPH | LOCAL 38 |
| MULRY, BRIAN E | LOCAL 30 |
| MUNROE, BRIAN P | LOCAL 74 |
| NIMMO, ROBERT C | LOCAL 1 |
| O'SHEA, CHRISTOPHER | LOCAL 8 |
| PAWLUC, ANTHONY | LOCAL 44 |
| PEPLOWSKI, SIGMUND F | LOCAL 14 |
| PHILLIPS, CHAD | LOCAL 311 |
| POVEROMO, RONALD | LOCAL 720 |
| RANUNG-MCCOMB, CHRISTEN | LOCAL 477 |
| REYNOLDS, DAVID | LOCAL 321 |
| RHINE, REBECCA | LOCAL 600 |
| ROBERTS, GIE | LOCAL 212 |
| SANTUCCI-KEATOR, CATHY | LOCAL USA829 |
| SCORE, ROBERT C | LOCAL 1 |
| SOELL, ERWIN J | LOCAL 378 |
| SORDAL, BILL R | LOCAL 80 |
| SPANO, ANTHONY M | LOCAL B46 |
| STAS, MICHAEL | LOCAL 21 |
| VANELDIK, JOHN | LOCAL 210 |
| VENETUCCI, ROSE ETTA | LOCAL 28 |
| WARNER, ROBERT E | LOCAL 729 |
| WDOWIN, CHRISTOPHER N | LOCAL 479 |
| WELLING, CHRISTOPHER | LOCAL 11 |

## CONSTITUTION COMMITTEE

### CHAIRPERSONS:
William E. Gearns, Jr., John Ford

| | |
|---|---|
| ABARAVICH, PATRIC J | LOCAL 728 |
| AKINS, MICHAEL W | LOCAL 479 |
| ALTMAN, STEPHEN M | LOCAL 110 |
| BABIN, ROBERT | LOCAL 80 |
| BATEMAN, CHRISTOPHER | LOCAL 28 |
| BLANCH, GEORGE T | LOCAL 33 |
| BOE, BOBBI | LOCAL 784 |
| BOWERS, SAM L | LOCAL 504 |
| BRAUNSTEIN, ADAM M | LOCAL 1 |

| | |
|---|---|
| BROWN, EDMOND H | LOCAL 44 |
| CABRAL-EBERT, SUSAN | LOCAL 706 |
| CANTRELL, SEAN T | LOCAL 354 |
| CHRISTOPHER, KEITH | LOCAL 39 |
| CUNNINGHAM, COURTNEY | LOCAL 154 |
| DAPRATO, ROBERT | LOCAL 873 |
| DAUS, RICHARD | LOCAL 592 |
| DENDANTO, FRANKLIN H | LOCAL 311 |
| DENNE, ROBERT D | LOCAL 729 |
| DICESARE, MICHELLE | LOCAL 822 |
| DONAHUE, COLLEEN | LOCAL 161 |
| DOOLEY, MICHAEL A | LOCAL 12 |
| DREYER, KURT E | LOCAL 107 |
| FRIEDERICHS, CECILIA | LOCAL USA829 |
| FUNDUS, JOHN K | LOCAL 52 |
| GORDON, MELINDA S | LOCAL 600 |
| GUIDUGLI JR, THOMAS L | LOCAL 5 |
| HARKNESS, PHILLIP R | LOCAL 894 |
| HENNESSY, WILLIAM | LOCAL 336 |
| HERRMANN, THOMAS L | LOCAL 2 |
| HOLLAND, MARCIA | LOCAL 904 |
| HOWARD, CHARLES B | LOCAL 322 |
| HULETT, STEVEN | LOCAL 839 |
| IGOE, ROBERT T | LOCAL 14 |
| KANTOR, CHAIM I | LOCAL 600 |
| KERRIGAN, KENNETH J | LOCAL 829 |
| KIOUSIS, III, THOMAS J | LOCAL B27 |
| KLAPWYK, PHIL | LOCAL 891 |
| KUTAK, RON | LOCAL 700 |
| LANDERS, PATRICK S | LOCAL USA829 |
| LAZARTO, FRANCIS R | LOCAL 1 |
| LEONARD, NOEL | LOCAL 705 |
| LINDLEY, JOHN W | LOCAL 600 |
| LIVLAND, ALEX J | LOCAL 118 |
| MATTHYS, BRADLEY | LOCAL 476 |
| MCKENZIE, TERRENCE M | LOCAL 500 |
| MILIC, STEPHANIE | LOCAL 828 |
| MORENO, JOHNNY | LOCAL B18 |
| O'BRIEN, KEVIN M | LOCAL 632 |
| O'DONNELL, CHRIS | LOCAL 481 |
| O'FERRALL, DAVID | LOCAL 487 |
| OKIN, LEAH | LOCAL 764 |
| OLINGER, ROBERT L | LOCAL 3 |
| PALEVEDA, PAUL E | LOCAL 321 |
| PAONE, LAWRENCE | LOCAL 751 |
| PARKER, III, CHARLES L | LOCAL 800 |
| PHILBIN, JASON P | LOCAL 84 |
| POSTER, STEVEN B | LOCAL 600 |
| RHOADS, RICHARD M | LOCAL 51 |
| RICHARDS, MEAGAN | LOCAL 720 |
| RIGGS, ROBERT M | LOCAL 488 |
| ROBERTSON, JAMES V | LOCAL 46 |
| ROSIN, JASON M | LOCAL 491 |
| RUMLEY, DAVID | LOCAL 667 |
| SALYERS, JOHN W | LOCAL 769 |
| SANDERS, JOANNE M | LOCAL 893 |
| SAVAGE, STASIA | LOCAL 26 |
| SEID, JOHN | LOCAL 306 |
| SHORT, JOSEPH | LOCAL 27 |
| TRACHTENBERG, LYLE | LOCAL 442 |
| WILSON, IAN W | LOCAL 212 |

## RESOLUTIONS COMMITTEE

### CHAIRPERSONS:
John Lewis, Phil LoCicero

| | |
|---|---|
| ADAMS, BEN R | LOCAL 491 |
| AMICK, KEVIN LEE | LOCAL 479 |
| AREDAS, STEVE | LOCAL ACT |
| BAIRD STORY, DESIREE | LOCAL 810 |
| BARNES, WILLIAM H | LOCAL 631 |
| BEATTIE, DENNIS | LOCAL 794 |
| BEAUMONTE, JAMES | LOCAL 16 |
| BERGERON, CHRISTIAN | LOCAL 514 |
| BRETT, JAMES | LOCAL 63 |
| BURKE, DIANE | LOCAL 883 |
| BURKE, GLYNIS J | LOCAL 52 |
| BURNS, TONI | LOCAL B27 |
| BUTLER, JAMES K | LOCAL 209 |
| CAFFREY, MICHAEL A | LOCAL 1 |
| CALVIN, GREG | LOCAL 100 |
| CAPPELLO, MICHAEL | LOCAL 44 |
| CARD, MARK | LOCAL 357 |
| CLARK, DOROTHY L | LOCAL 825 |
| CLAY III, IRVING C | LOCAL 22 |
| CONNELLY, JOSEPH P | LOCAL 476 |
| COOK, DAN'L | LOCAL B754 |
| CULLEENY, SR, JOHN | LOCAL 748 |
| DEVINS, WILLIAM | LOCAL 13 |
| DICKEN, MATTHEW J | LOCAL 17 |
| DOHERTY, DAMON T | LOCAL 80 |
| ENGLAND, SANDRA J | LOCAL 793 |
| FOYLE, SHAWN W | LOCAL 3 |
| GALINAC, JOHN A | LOCAL 160 |
| GALLAGHER, FRANCIS D | LOCAL 764 |
| GARRICK-REYNOLDS, JONQUIL | LOCAL 471 |
| GUILLEMARD, PASCAL M | LOCAL 728 |
| GUTOWSKI JR, STANLEY | LOCAL 21 |
| HART, DOUGLAS C | LOCAL 600 |
| HILL, JOHN K | LOCAL 324 |

| | |
|---|---|
| HOLDEN, JAMES J | LOCAL B27 |
| HOLTGREWE, VANESSA | LOCAL ACT |
| HOLTMAN SR., RONALD B | LOCAL 19 |
| HUDGENS, BRUCE L | LOCAL 115 |
| JOEL, ANDREA S | LOCAL 44 |
| JOHNSON, ANGELA | LOCAL 798 |
| JOHNSON, WILLIAM A | LOCAL 631 |
| KASPERCZYK, CHRISTINA | LOCAL 669 |
| KELLY, TERESA | LOCAL 891 |
| MARTIN, DONALD E | LOCAL 329 |
| MASSON, ROBERT | LOCAL 523 |
| MCMICKLE, GREGORY S | LOCAL 488 |
| MONTGOMERIE, MONTY | LOCAL 873 |
| MONTGOMERY, KENNETH E | LOCAL 204 |
| MOORE, PAUL G | LOCAL 700 |
| MORIARITY, LLOYD M | LOCAL 80 |
| NEEB, DEAN P | LOCAL 395 |
| NEVILLE, JULIA | LOCAL 891 |
| O'HERN, FRANCIS A | LOCAL 762 |
| PARKER, CORY | LOCAL 478 |
| PONCE, SALVADOR | LOCAL 15 |
| RIGSTAD, JAMES | LOCAL 32 |
| ROBERTS II, JAMES L | LOCAL 477 |
| ROTSTEIN, MEIRAV | LOCAL 504 |
| RYAN, KATHLEEN G | LOCAL 16 |
| RYDER, SEAN F | LOCAL 8 |
| SABEH, OMAR A | LOCAL 107 |
| SCARDINO JR, JOHN | LOCAL 121 |
| SCHNOEBELEN SR, JAMES C | LOCAL 2 |
| SCHOELZEL, STEPHANIE | LOCAL 705 |
| SCHREIBER, JOSEPH C | LOCAL 48 |
| SIMON, LESLIE | LOCAL 871 |
| SWARTZ, REBECCA A | LOCAL 12 |
| TAYLOR, MATTHEW R | LOCAL 26 |
| THOMAS, BARRY | LOCAL 51 |
| TRESTMAN, KENNETH L | LOCAL 84 |
| TYREE, WADE | LOCAL 487 |
| WILKINSON, ANITA | LOCAL 868 |
| WRIGHT, JAMES M | LOCAL 33 |

## PRESIDENT'S REPORT COMMITTEE

### CHAIRPERSONS:
Craig P. Carlson, Damian Petti

| | |
|---|---|
| ADAMS, CHRIS | LOCAL 80 |
| ADLER, DIANE | LOCAL 700 |
| AFFLITTO, MICHAEL A | LOCAL 53 |
| APHOLT, MARK D | LOCAL 96 |
| ATTANASIO JR, PETER | LOCAL 751 |
| BARRON, FRANK D | LOCAL 181 |
| BEEBE, KYLE | LOCAL 33 |
| BOKUN, CAROL | LOCAL 306 |
| BOULET, MARCEL R.J | LOCAL 680 |
| BROWN, MAC HOWARD | LOCAL AE938 |
| BROWN, JR., RAYMOND L | LOCAL 479 |
| BRUCICK, DAVID J | LOCAL 93 |
| BURMAN, JEFFREY S | LOCAL 700 |
| BURTON, DONALD A | LOCAL 346 |
| CHAVKA, RYAN | LOCAL 22 |
| CHURCHILL, BARBARA H | LOCAL 868 |
| DAHL, LINDA J | LOCAL 204 |
| DALTON, JR, JEREMIAH | LOCAL 52 |
| DAMIANI, JOHN FRANCIS | LOCAL 8 |
| DAVIS, GREG | LOCAL 15 |
| DISBROW, RICHARD | LOCAL 122 |
| DUFFY, PATRICK | LOCAL B27 |
| EVANS, III, DALE L | LOCAL 285 |
| FANTIN, JAMES | LOCAL 891 |
| FAULHABER, KEVIN | LOCAL 10 |
| FAUST, RUSSELL T | LOCAL 209 |
| FRIEDLAND, ANDREA A | LOCAL 871 |
| GARCIA, RONALD | LOCAL SDCBR |
| GATES, JOHN C | LOCAL 481 |
| GOODCHILD, WAYNE | LOCAL 873 |
| GOTTSCHALK JR, ROBERT B | LOCAL 640 |
| HALL, JEFFREY W | LOCAL 101 |
| HARDTER, MARK R | LOCAL 835 |
| HARTNETT, JR, DAVID J | LOCAL 862 |
| HELMUTH, GERALD L | LOCAL 720 |
| HOLLIER, GEORGE J | LOCAL 260 |
| HURDON, KRISTA LEE | LOCAL 514 |
| KALEDIN, NICK | LOCAL 18032 |
| KAPLAN, STEVEN | LOCAL 839 |
| KASELURIS, VANGELI | LOCAL 764 |
| KOGER, SHANNON | LOCAL 764 |
| LA SALA, JOSEPH W | LOCAL 77 |
| LEE, JOSEPH C | LOCAL 42 |
| MANN, RODNEY | LOCAL 618 |
| MARCHANT, KENNETH | LOCAL 113 |
| MATTEI, PAMELA | LOCAL 897 |
| MATTHEWS, DANIEL | LOCAL 514 |
| MC ANANY, MICHAEL J | LOCAL 31 |
| MCGARTY, KEVIN A | LOCAL 1 |
| MILLER, BEVERLY | LOCAL USA829 |
| MOORE, CATHERINE | LOCAL 74 |
| MULHOLLAND, DELIA | LOCAL 887 |
| NELSON, JAMES A | LOCAL 55 |
| PAGE, JOHN D | LOCAL 22 |
| PALMER, HARRISON M | LOCAL 491 |
| PARKER, GARY D | LOCAL 78 |
| PAUL, CHANDRA-LI | LOCAL 411 |
| PECK, SENITA D | LOCAL 127 |

| | |
|---|---|
| PETERSON, MATTHEW J | LOCAL 124 |
| RAYMOND, EDWARD L | LOCAL 16 |
| REURS, JILL W | LOCAL 161 |
| REYNOLDS, JIM | LOCAL 471 |
| RICE, MATTHEW | LOCAL 13 |
| RITTENHOUSE, KATE | LOCAL 118 |
| RUDD, JOSEPH M | LOCAL 6 |
| SCHREFEL, JR., RAY E | LOCAL 44 |
| STEPTOE, BAIRD B | LOCAL 600 |
| STRAIT, KYLE C | LOCAL 154 |
| VANCIEL, STEPHEN | LOCAL 631 |
| WALLS, MARLENE M | LOCAL 631 |
| WEINGARTNER, MARK H | LOCAL 600 |
| WHITMORE, CHARLES | LOCAL 217 |

## GRIEVANCE COMMITTEE

### CHAIRPERSONS:
Daniel E. Di Tolla, James J. Claffey, Jr.

| | |
|---|---|
| APHOLT, DONALD R | LOCAL 96 |
| APPLEFELD, LEONARD | LOCAL 487 |
| BARROW, DANNY L | LOCAL 834 |
| BECKMAN, MICHAEL D | LOCAL 6 |
| BISAILLON, SYLVAIN | LOCAL 262 |
| BLASCHUK, ANTHONY N | LOCAL 461 |
| BOYER, MICAHEL R | LOCAL B2 |
| CAMPBELL, MURRAY K | LOCAL 484 |
| CARRELL, RONALD | LOCAL 197 |
| COLL, JAMES P | LOCAL 500 |
| CRAIG, GAVIN B | LOCAL 891 |
| CURCIO, JON | LOCAL 134 |
| DAGNER, HERMAN J | LOCAL 835 |
| DASHMAN, DANIEL D | LOCAL 798 |
| DEAN JR, PAUL F | LOCAL 1 |
| DELGADO, JR, FRANK | LOCAL 700 |
| DOLAN, RICHARD | LOCAL 52 |
| EDMUNDSON, LAURIE E | LOCAL 168 |
| ELLIOTT, DAVID | LOCAL 44 |
| FLEMMING, BARRY B | LOCAL 917 |
| FORDE, BRYAN | LOCAL 873 |
| FREEMAN, DIANE S | LOCAL 126 |
| FRY, JAMIE | LOCAL ACT |
| GARFMAN, BARRY | LOCAL 306 |
| GLADSTONE, VALERIE A | LOCAL 798 |
| GOREY, JOHN T | LOCAL 720 |
| GRIEBL, MICHAEL J | LOCAL 18 |
| HAIGLER, CHARLES E | LOCAL 631 |
| HALL, ANDREW | LOCAL 482 |
| HANCOX, GREG R | LOCAL 59 |
| HUTCHINS, JENNIFER | LOCAL 479 |
| JACKSON, LYNN S | LOCAL 772 |
| JOHNSON, TODD J | LOCAL 260 |
| JOHNSON, SR., WILLIAM C | LOCAL 87 |
| JONES, WILLIAM H | LOCAL 33 |
| KIRACOFE, MARK P | LOCAL 668 |
| KUBE, DAVID | LOCAL 493 |
| LIPMAN, DEBORAH | LOCAL 600 |
| LUCIO, SAUL E | LOCAL 115 |
| MARLEY, PETER P | LOCAL 33 |
| MAXWELL, DONALD H | LOCAL 190 |
| MONTGOMERY, RICHARD | LOCAL B29 |
| MOORE, JR., DENNIS | LOCAL 8 |
| NAKAMURA, HEIDI J | LOCAL 871 |
| OHTA, MICHAEL T | LOCAL 16 |
| OMO, ALLAN F | LOCAL 665 |
| OOLEY, BAMBI LYNN | LOCAL B20 |
| PASSANANTE, JOHN H | LOCAL 729 |
| PATTERSON, JAY | LOCAL 695 |
| PATTERSON, MICHAEL F | LOCAL 395 |
| PEARLMAN, GREGG | LOCAL 127 |
| PETERS, COLIN J | LOCAL 97 |
| QUINN, QUENTIN L | LOCAL 30 |
| RAPP, PEBBLES | LOCAL 158 |
| REEVES, JENNY MARIE | LOCAL 849 |
| REGNA, MICHAEL | LOCAL 905 |
| REPOLA, CATHERINE | LOCAL 700 |
| REYNOLDS, MICHAEL E | LOCAL 481 |
| ROBINSON, NELSON | LOCAL 58 |
| RUSSELL, KEITH A | LOCAL 9 |
| SCHMIDT, GARY | LOCAL 7 |
| SHOW, MARK A | LOCAL 322 |
| SMITH, MARTHA L | LOCAL 764 |
| STERN, CHARLES | LOCAL 753 |
| THOMAS, MATTHEW G | LOCAL 99 |
| WALTER, LARRY | LOCAL 146 |
| WILLING, STEPHEN W | LOCAL 820 |

## RULES COMMITTEE

### CHAIRPERSONS:
Thom Davis, Colleen Glynn

| | |
|---|---|
| ABRAMS, LAURENCE B | LOCAL 695 |
| BIBBY, SHELLY | LOCAL 849 |
| BOLLINGER, HENRI | LOCAL 600 |
| BOON, THOMAS | LOCAL 891 |
| BORELIS, DANIEL P | LOCAL 16 |
| BRICK, LAWRENCE A | LOCAL 140 |
| BROOKER, CHASTITY | LOCAL B173 |
| BUTLER, KIMBERLY O | LOCAL 764 |
| CAMPBELL, GREGORY L | LOCAL 17 |

| | |
|---|---|
| CHEESEBREW, REBECCA K | LOCAL 747 |
| CONOVER, CRAIG S | LOCAL 80 |
| COTTRILL, CDAVID | LOCAL 488 |
| COURTEAU, JEAN | LOCAL 514 |
| CURTIN, JOHN | LOCAL 798 |
| CURTIS, DEBORAH | LOCAL 705 |
| DE LUCCA, PAUL | LOCAL 705 |
| DENNISON, NEIL | LOCAL 357 |
| DEVEREAUX-MURRAY, RICHELLE | LOCAL 481 |
| DOLAN, JAMES P | LOCAL 52 |
| EAVES, RACHEL | LOCAL 122 |
| FLESHER, NANCY R | LOCAL 477 |
| FORD, WILLIAM T | LOCAL 33 |
| GANDOLINI JR, DONALD J | LOCAL 39 |
| GAUDET, DANA | LOCAL 891 |
| GERGERICH, THOMAS J | LOCAL 18 |
| GERRIE, PETER | LOCAL 210 |
| GOI, MICHAEL K | LOCAL 600 |
| HAASE, BONNIE M | LOCAL 840 |
| HARTIGAN, MARK | LOCAL B2 |
| HILL, JR., DONALD | LOCAL 24 |
| HOBBS, CRAIG ALAN | LOCAL 500 |
| JACOBS, JR., JOSEPH K | LOCAL 82 |
| JENNINGS, CINDY | LOCAL 129 |
| JORGENSEN, KENT H | LOCAL 80 |
| KASTNER, BARBARA A | LOCAL 52 |
| LOAT, ALISON | LOCAL 63 |
| MAGEE, RACHEL FOY | LOCAL 205 |
| MANNO, ANTHONY | LOCAL 1 |
| MCGUIRE, SEAN | LOCAL 667 |
| MCMAHON III, EDWARD J | LOCAL 1 |
| O'DOWD, JOHN | LOCAL 835 |
| O'ROURKE, CYNTHIA B | LOCAL 798 |
| PHELPS, JAMES | LOCAL 99 |
| PIERSON, KATHIE | LOCAL 284 |
| POPIEL, ELLEN S | LOCAL 487 |
| POTTER, MARK A | LOCAL 647 |
| PRUNEDA, JACQUELINE | LOCAL 768 |
| RICE, KENNITH G | LOCAL 66 |
| ROMANOV, BRIGITTA | LOCAL 892 |
| SAYER, RANDY | LOCAL 706 |
| SCANLAN, TUIA'ANA | LOCAL 665 |
| SHEPARD, BRENDA | LOCAL 232 |
| SKERRETT, HENRY B | LOCAL 56 |
| STRAVITZ, SCOTT | LOCAL 415 |
| TARGETT, DAVID W | LOCAL 49 |
| THOMAS, KEITH | LOCAL 66 |
| THORNE, MARIELLE "APPLE" | LOCAL 720 |
| VAN ORDEN, KEVIN J | LOCAL 51 |
| VERGNANO, JASON | LOCAL 56 |
| WEST, ADAM M | LOCAL 705 |
| WICKLUND, DICK | LOCAL 884 |
| WILEY, SCOTT ALAN | LOCAL 191 |

## SPECIAL COMMITTEE

### CHAIRPERSONS:
John T. Beckman, Jr., C. Faye Harper, J. Walter Cahill

| | |
|---|---|
| AHRENS, PAUL C | LOCAL 44 |
| ANTOLIC, ROMAN | LOCAL 690 |
| BAILEY, DAVID A | LOCAL ACT |
| BANKS, OMAR S | LOCAL B148 |
| BELSKY, STEPHEN | LOCAL 484 |
| BLANCHARD, DENNIS A | LOCAL 800 |
| BOHATILA, ELIZABETH | LOCAL 705 |
| BROWN, ROBERT J | LOCAL 3 |
| BRUNO, CHARLES S | LOCAL 835 |
| BYASSEE, LEWIS A | LOCAL 69 |
| CARPER, BLAIR | LOCAL 333 |
| CHARBONNEAU, LAWRENCE T | LOCAL 504 |
| CLAFFEY, SR., JAMES J | LOCAL 1 |
| COMBS, NIKKI (MONICA L) | LOCAL 205 |
| COX, NATHAN T | LOCAL 675 |
| COX II, CHARLES | LOCAL 536 |
| CROFT, GRAHAM | LOCAL 168 |
| DECKARD, JACOB R | LOCAL 477 |
| DES JARLAIS, DEAN C | LOCAL 665 |
| DESMOND, JOANNE | LOCAL 16 |
| DINKEL-SMITH, ERIKA | LOCAL 491 |
| FISHER, JO ANN | LOCAL 745 |
| FLINN III, JOHN C | LOCAL 600 |
| FRIEDMAN, ROCHELLE | LOCAL 764 |
| GREEN, GLEN | LOCAL 300 |
| GRIPPO, ENRICO | LOCAL 720 |
| HARRINGTON, SCOTT | LOCAL 764 |
| HARRIS, BRIAN | LOCAL 500 |
| HENDRY, JON | LOCAL 480 |
| HOLLEY, SHARON | LOCAL 700 |
| HOLTMAN JR, RONALD B | LOCAL 19 |
| HUDECEK, CHRISTOPHER | LOCAL 476 |
| KELLEHER, ANN G | LOCAL 768 |
| KERN, ANGELA | LOCAL 80 |
| KING, KEVIN | LOCAL B192 |
| KNEECE, DAN | LOCAL 600 |
| LAVADA, TERRY LEE | LOCAL 764 |
| LEAVEY, WANDA | LOCAL 705 |
| LEDERMANN, CRAIG M | LOCAL 477 |
| LIZER, ERIC D | LOCAL 918 |
| LOUIE, HELEN | LOCAL 48 |

| | |
|---|---|
| LOWRY JR, WILLIAM R | LOCAL 52 |
| LUCKETT-REILLY, L DIANE | LOCAL 822 |
| MACDONALD, EILEEN P | LOCAL 1 |
| MAHONEY, DANIEL | LOCAL 52 |
| MAJORS, JR., WILLIAM B | LOCAL 80 |
| MCINTYRE, MATTHEW J | LOCAL 8 |
| MOON, KELLY | LOCAL 891 |
| MOSKOWITZ, EDWARD L | LOCAL 695 |
| NORDLING, ALLEN J | LOCAL 93 |
| OSTERTAG, JAMIE | LOCAL 13 |
| PITKIN, RANDOLPH | LOCAL 33 |
| PRESCOTT, LYDIA | LOCAL 800 |
| PRESTON, BRYANT | LOCAL 7 |
| PURDY, KENNETH | LOCAL 4 |
| QUIGG, MICHAEL C | LOCAL 11 |
| RALEIGH, WILLIAM F | LOCAL 33 |
| RICHARDSON, DEBORAH | LOCAL 680 |
| ROBERTS, BERTRAND | LOCAL 415 |
| ROBINSON, TANYSHA | LOCAL 891 |
| RODRIGUEZ BETTS, RHIANNON | LOCAL 28 |
| ROSS ECCLES, CASSANDRA | LOCAL 489 |
| ROWE, ALAN M | LOCAL 728 |
| SAXTON, TINA GAY | LOCAL 112 |
| SEAGRAVES, LAURA | LOCAL 15 |
| SMIDT, JAMES A | LOCAL 336 |
| SMITH, MICHAEL C | LOCAL USA829 |
| ST.HILAIRE, MICHAEL A | LOCAL 600 |
| STARK, DARRELL C | LOCAL 917 |
| TAO, EMILY | LOCAL ACT |
| TEDLIS SORBO, MICHELE | LOCAL 871 |
| TICE, RICHARD J | LOCAL 52 |
| WINGENROTH, JASON A | LOCAL 97 |

## ELECTION COMMITTEE

### CHAIRPERSONS:
Michael Lehane, Ray Fortune

| | |
|---|---|
| ACTON, DOUGLAS N | LOCAL 480 |
| ADAMS, CHRIS | LOCAL 80 |
| ALTMAN, STEPHEN M | LOCAL 110 |
| BARKER, TERRY | LOCAL 105 |
| BRAUNSTEIN, ADAM M | LOCAL 1 |
| CALCAGNO, PAUL | LOCAL 423 |
| CALHOUN, DAVID | LOCAL 18032 |
| CARDOZA, JOYCE A | LOCAL 195 |
| CURTIS, DEBORAH | LOCAL 705 |
| DASHMAN, DANIEL D | LOCAL 798 |
| DIERSING, MICHAEL F | LOCAL 44 |
| FLEMMING, BARRY B | LOCAL 917 |
| FORTUNE, RAYMOND | LOCAL 52 |
| GALLAGHER, FRANCIS D | LOCAL 764 |
| GAUTHIER, CHRISTOPHER | LOCAL 251 |
| GLOVER, KRISTIN R | LOCAL 600 |
| GOODMAN, DAVID | LOCAL 477 |
| HARRINGTON, MICHAEL R | LOCAL 284 |
| HOGAN, MARK A | LOCAL 476 |
| HOLDRIDGE, KIMBERLY A | LOCAL 631 |
| HOY, MAYSIE | LOCAL 700 |
| KERINS, DANIEL K | LOCAL 2 |
| KERRIGAN, KENNETH J | LOCAL 829 |
| KLAPWYK, PHIL | LOCAL 891 |
| KROUDIS, NICK | LOCAL 794 |
| LESLIE, JANE E | LOCAL 33 |
| LUCIO, SAUL E | LOCAL 115 |
| MACLEOD, JASON | LOCAL 839 |
| MADDEN, BETTY PECHA | LOCAL 892 |
| MCCUMBER, PETER E | LOCAL 578 |
| MCINTIRE, ROBERT L | LOCAL 417 |
| MILLER, LARRY | LOCAL 357 |
| MULERT, CARL | LOCAL USA829 |
| O'BRIEN, KEVIN M | LOCAL 632 |
| O'DONNELL, CHRIS | LOCAL 481 |
| SARRIS, MARK | LOCAL 618 |
| SOMMERS, GARY PAUL | LOCAL 353 |
| STEELE, CHRISTOPHER E | LOCAL 488 |
| STREETT, JAMES D | LOCAL 44 |

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**AWARDS:**

International President's:
Steve Altman, Local 110 ..... 711
Wayne Goodchild, Local 873 ..... 711
Irving "Chuck" Clay, Local 22 ..... 711
Cecilia Friederichs, Local USA829 ..... 712
Siobhan Vipond, Local 210 ..... 712
Anne Vantine, Local 868 ..... 712

Retired Officers:
John T. "Jack" Beckman, Jr.
(International Vice President) ..... 708
J. Walter Cahill
(International Vice President) ..... 709
Anthony DePaulo
(International Vice President) ..... 709
Barny Haines (International Representative) .... 709
Ron Kutak (Special Representative) ..... 709
Brian J. Lawlor (International Vice President) .. 710
Deborah A. Reid (Assistant to the President) ..... 710
James Varga (West Coast Counsel) ..... 710
Joel Youngerman
(International Representative) ..... 711

Outstanding Woman Leader:
Cathy Repola, Local 700 ..... 712

Outstanding Young Leader:
Marielle "Apple" Thorne, Local 720 ..... 713

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